YSM Procedures & Guidelines

Yale School of Medicine Child Rearing Leave Guideline
Issued: August 8, 2018
Updated: October 15, 2018

Excerpt from Dean Alpern’s communication to the Faculty Advisory Committee
June 2018
We recognize the unique challenges which exist in departments, and for faculty, providing patient care. Among those challenges is maintaining a full complement of clinical coverage when faculty are out on leave, while ensuring a work environment and climate that is fully supportive of faculty taking the time they need and deserve with their families. To help alleviate the related financial pressures, effective July 1, 2018, YSM will implement a process for clinical departments to self-fund the clinical component of a faculty member’s salary if he/she goes on a paid child rearing leave.

Salary Expense while on leave
With approval by departmental leadership, and after review by the YSM Director of Academic Analytics, the portion of a faculty member’s academic salary charged to the Patient Care mission at the time a paid child rearing leave commences (and for a duration not to exceed 8 weeks of paid leave) should be charged as follows through payroll costing:

   a. Cost Center: Determined by faculty member’s Home Department
   b. Yale Designated: YD000421 Child-Rearing Leave Funding
   c. Fund: FD18 – Internally Designated - Unrestricted
   d. Line of Business: Clinical = PG00035 (Patient Care)
   e. Project: Determined by faculty member’s Home Department
   f. Assignee: Please use the faculty member’s assignee
   g. Ledger Account Codes:
      i.  71000 Faculty Salary – tenured
      ii. 71001 Faculty Salary – non-tenured
      iii. 71002 Faculty Salary – non-ladder
      iv.  71006 Faculty Salary Other

Only approved child rearing leave salaries can be charged here. The child rearing leave of absence accounts will be monitored by the YSM Controller and you may be asked to correct or remove inappropriate charges from the account.

Child Rearing Leave Funding
Faculty salary charged to the Patient Care mission (Program Summary 31 and 32) at the School of Medicine has an assessment levied to create a pool of funds to pay for these leaves.

While the assessment for the child rearing leave is applied to COA code combinations based on where eligible faculty salaries are booked, the money is returned to the COAs described above to cover the approved cost of the leave. YSM Finance will make this journal entry monthly to reimburse departments for the salary cost of faculty on approved child rearing leaves in the designated Yale Designated funding source.
The child rearing leave assessment rate in FY19 is 0.20% of the portion of a faculty member’s academic salary charged to the clinical mission and the additional criteria shown here:

a. **Cost Center Hierarchy Grouping**: HSCC3040 MED Clinical Departments

b. **Employee Type**: Faculty

c. **Program Summary**: 31 – Patient Care Activities and 32 – Patient Care Support

d. **Ledger Account/Spend Category**: Use existing faculty LOA expenditure types and SC726 – YSM Child-Rearing Leave spend category (Ledger Account 91054)

e. **Funding**: All Operating Funds excluding Federal G&C (Fund 02), Non-Federal G&C (Fund 28), VA-Contracts (YD377)

**Contacts:**

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