## Current Status and Recommended Faculty Flexibility Policies at BU School of Medicine and Faculty Practice Foundation

<table>
<thead>
<tr>
<th>FF Policy</th>
<th>Current BUSM Policy</th>
<th>Current FPF Policy</th>
<th>Recommended Policy</th>
<th>Aspirational</th>
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<tbody>
<tr>
<td><strong>Parental Leave Policies</strong></td>
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| **Biological Maternal Leave** | • 6 weeks paid  
• ≤ 12 weeks unpaid per Family Medical Leave Act (FMLA); or  
• ≤8 weeks unpaid per Massachusetts Medical Leave Act (MMLA)  
• Additional 8 weeks unpaid leave available per child for multiple births | • 8 weeks paid  
• ≤ 12 weeks unpaid per FMLA  
• ≤8 weeks unpaid per MMLA  
• Additional 8 weeks unpaid leave available per child for multiple births | • Faculty working ≥0.6FTE  
• 8 weeks paid leave with full benefits (pro-rated for 12 month faculty)  
• Plus 4 weeks of leave through use of accrued vacation and/or sick time.  
• If no accrued time available, additional 4 weeks can be taken unpaid  
• Faculty working <0.6 FTE or 1250 hours in past 12 months:  
• Same benefits apply but are pro-rated according to percent FTE | 12 weeks paid for all faculty |
| **Biological Paternal Leave** | • Paid workload reduction available for primary caregiver  
  • *Full modified status:*  
  ≤1 semester of relief from teaching duties, committee assignments, and other service.  
  • *Half modified status:*  
  ≤2 semesters of relief from half of teaching duties, committee assignments, and other service.  
  • ≤12 weeks unpaid per FMLA; or  
  • ≤8 weeks unpaid per MMLA  
  • Additional 8 weeks unpaid leave available per child for multiple births | • Up to 12 weeks unpaid per FMLA; or  
• ≤8 weeks unpaid per MMLA  
• Additional 8 weeks unpaid leave available per child for multiple births | • Re-name policy:  
• Care of Newborn Child by Spouse or Partner Leave  
• Faculty working at least 0.6 FTE:  
• 2 weeks paid leave that can be taken intermittently over 6 month period following the birth of a child  
• Additional 10 weeks of leave through use of accrued vacation and/or sick time.  
• If no accrued time is available, additional 10 weeks can be taken unpaid  
• Faculty working less than 0.6 FTE or 1250 hours in past 12 months:  
• Same benefits apply but are pro-rated according to percent FTE | 12 weeks paid for all faculty |
| **Adoptive or Foster Parent Leave** | • Same as paternal leave policy | • Up to 12 weeks unpaid per FMLA | • Re-name policy:  
• Adoption and Foster Care Leave  
• For primary care giver*, see biological maternal leave recommendation  
• For secondary care giver, see Care of Newborn Child by Spouse or Partner Leave  
• *Policy will be developed and implemented through HR to determine primary care giver | 12 weeks paid for all faculty |
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| **Short Term Medical Leave** | • Faculty worked at BU <3 years  
  ▪ Full salary* for ≤ 3 months  
  ▪ Faculty who have worked at BU for ≥ 3 years  
  ▪ Full salary* for ≤ 6 months  
  ▪ Base salary cap is $255K | • Employees who worked <3 years  
  ▪ 67% base salary for ≤ 3 months  
  ▪ Employees who have worked at BU for ≥ 3 years  
  ▪ 67% base salary for ≤ 6 months | • FPF policy to mirror BU policy. | |
| **Leave to care for ill family member** | • ≤ 12 weeks/year unpaid (FMLA) | • ≤ 12 weeks/year unpaid (FMLA) | | |
| **Sabbatical** | • Must be approved by Department Chair & BUSM Dean  
  ▪ Faculty eligible after 12 semesters of full time work  
  ▪ Half an academic year at full salary  
  ▪ Full academic year at half salary | • Granted and funded at the discretion of the President | • Awareness of sabbatical policy  
  ▪ Include in Profiles faculty who have taken sabbaticals (paid and unpaid) who are willing to share their sabbatical savvy  
  ▪ Paid mini-sabbaticals for academic or clinical advancement up to six months at discretion of department Chair  
  ▪ Faculty must agree to return to the institution | • Sabbaticals offered for one year with full salary  
  • Sabbaticals more easily granted to faculty |
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| Part-Time Work with Proportional Pay | Available and negotiated on case-by-case basis | Available and negotiated on a case-by-case basis | • Culture change  
  ▪ Change perception that part-time work will prevent advancement  
  ▪ Normalize talking about part-time with colleagues and supervisors  
  ▪ Include in Profiles faculty who have worked part-time who are willing to mentor about part-time | Offer full benefits to part-time faculty |
| Phased Retirement | No written policy | No written policy | • Gradual workload reduction without loss of benefits on case by case basis as negotiated with chair  
  • Recommendation:  
  ▪ Increased awareness of phased retirement option  
  ▪ Identify resources - person in Dean’s Finance Office and in HR - who will advise faculty on phased retirement  
  ▪ Include in Profiles faculty who are willing to mentor about phased retirement | Provide financial counseling for faculty member considering retirement. |
| **On Campus Resources** | | | | |
| Lactation Space | • 2 lactation spaces available on BUMC campus  
  ▪ Evans 744  
  ▪ Crosstown Building  
  ▪ Space must be reserved in advance | Not mentioned in FPF Personnel Policies | • Designated lactation space in each building (contiguous)  
  ▪ Cannot be a bathroom  
  ▪ Needs to be free from intrusion  
  ▪ Cannot have windows | All lactation spaces are fully equipped with breast pumps, chairs and a refrigerator for storing milk |
<p>| Onsite Childcare | Little Sprouts | Little Sprouts | • Increase awareness of Little Sprouts program | |</p>
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<td>Increase awareness of these resources and the scope of their work</td>
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**Future Directions**

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<td>No policy – available to some faculty on a case-by-case basis</td>
<td>BMC allows employees to telecommute on a case-by-case basis. An agreement is established with the employee's manager that outlines the specific terms and approved by HR.</td>
<td>Offer option of working remotely to all faculty (excluding clinical obligations)</td>
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<tr>
<th>Flex Time</th>
<th>No policy</th>
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<th>Offer flexible work schedule to faculty</th>
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<th>Job Sharing</th>
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<th>Increase awareness of job sharing option</th>
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<tr>
<td></td>
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<td>Have designated HR person aware of options</td>
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<th>Provide technology for physicians to see patients remotely, as appropriate.</th>
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