

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

FF Policy	<u>Current BUSM Policy</u>	<u>Current FPF Policy</u>	Recommended Policy	Aspirational
Parental Leave Policies				
<u>Biological Maternal Leave</u>	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 8 weeks paid • ≤ 12 weeks unpaid per FMLA • ≤8 weeks unpaid per MMLA <ul style="list-style-type: none"> ▪ Additional 8 weeks unpaid leave available per child for multiple births 	<ul style="list-style-type: none"> • Faculty working ≥0.6FTE <ul style="list-style-type: none"> ▪ 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: <ul style="list-style-type: none"> ▪ Same benefits apply but are pro-rated according to percent FTE 	12 weeks paid for all faculty
<u>Biological Paternal Leave</u>	<ul style="list-style-type: none"> • Paid workload reduction available for primary caregiver <ul style="list-style-type: none"> ▪ <i>Full modified status:</i> ≤1 semester of relief from teaching duties, committee assignments, and other service. ▪ <i>Half modified status:</i> ≤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 <ul style="list-style-type: none"> ▪ Additional 8 weeks unpaid leave available per child for multiple births 	<ul style="list-style-type: none"> • Up to 12 weeks unpaid per FMLA; or • ≤8 weeks unpaid per MMLA <ul style="list-style-type: none"> ▪ Additional 8 weeks unpaid leave available per child for multiple births 	<ul style="list-style-type: none"> • Re-name policy: <ul style="list-style-type: none"> ▪ Care of Newborn Child by Spouse or Partner Leave • Faculty working at least 0.6 FTE: <ul style="list-style-type: none"> ▪ 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: <ul style="list-style-type: none"> ▪ Same benefits apply but are pro-rated according to percent FTE 	12 weeks paid for all faculty
<u>Adoptive or Foster Parent Leave</u>	<ul style="list-style-type: none"> • Same as paternal leave policy 	<ul style="list-style-type: none"> • Up to 12 weeks unpaid per FMLA 	<ul style="list-style-type: none"> • Re-name policy: <ul style="list-style-type: none"> ▪ 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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Other Leave Policies				
Short Term Medical Leave	<ul style="list-style-type: none"> Faculty worked at BU <3 years <ul style="list-style-type: none"> Full salary* for ≤ 3 months Faculty who have worked at BU for ≥ 3 years <ul style="list-style-type: none"> Full salary* for ≤ 6 months Base salary cap is \$255K 	<ul style="list-style-type: none"> Employees who worked <3 years <ul style="list-style-type: none"> 67% base salary for ≤ 3 months Employees who have worked at BU for ≥ 3 years <ul style="list-style-type: none"> 67% base salary for ≤ 6 months 	<ul style="list-style-type: none"> FPF policy to mirror BU policy. 	
Leave to care for ill family member	<ul style="list-style-type: none"> ≤ 12 weeks/year unpaid (FMLA) 	<ul style="list-style-type: none"> ≤ 12 weeks/year unpaid (FMLA) 		
Sabbatical	<ul style="list-style-type: none"> Must be approved by Department Chair & BUSM Dean <ul style="list-style-type: none"> Faculty eligible after 12 semesters of full time work Half an academic year at full salary Full academic year at half salary 	<ul style="list-style-type: none"> Granted and funded at the discretion of the President 	<ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> Faculty must agree to return to the institution 	<ul style="list-style-type: none"> Sabbaticals offered for one year with full salary Sabbaticals more easily granted to faculty

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Flexibility in Work Hours				
Part-Time Work with Proportional Pay	Available and negotiated on case-by-case basis	Available and negotiated on a case-by-case basis	<ul style="list-style-type: none"> • Culture change <ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> • Gradual workload reduction without loss of benefits on case by case basis as negotiated with chair • Recommendation: <ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> • 2 lactation spaces available on BUMC campus <ul style="list-style-type: none"> ▪ Evans 744 ▪ Crosstown Building • Space must be reserved in advance 	Not mentioned in FPF Personnel Policies	<ul style="list-style-type: none"> • Designated lactation space in each building (contiguous) <ul style="list-style-type: none"> ▪ 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
Onsite Childcare	Little Sprouts	Little Sprouts	<ul style="list-style-type: none"> • Increase awareness of Little Sprouts program 	
Back-up Childcare	None	None	Parents in a Pinch or Bright Horizons <ul style="list-style-type: none"> • Center-based care <ul style="list-style-type: none"> ▪ \$15 copay/day for one child; ▪ \$25 copay/day for more than one child • Home-based care <ul style="list-style-type: none"> ▪ \$6/hour ▪ 4 hour minimum 	Offer as a benefit faculty can enroll in and pay into each month
Back-up Eldercare	None	None	Parents in a Pinch or Bright Horizons <ul style="list-style-type: none"> • Home-based care <ul style="list-style-type: none"> ▪ \$6/hour ▪ 4 hour minimum 	Offer as a benefit faculty can enroll in and pay into each month

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Faculty Staff Assistance Office	<u>Faculty Staff Assistance Office</u>	<u>BMC Employee Assistance Program</u>	Increase awareness of these resources and the scope of their work	
Future Directions				
Working Remotely	No policy – available to some faculty on a case-by-case basis	BMC allows employees to <u>telecommute</u> on a case-by-case basis. An agreement is established with the employee's manager that outlines the specific terms and approved by HR.		Offer option of working remotely to all faculty (excluding clinical obligations)
Flex Time	No policy	No policy		Offer flexible work schedule to faculty
Job Sharing	No policy	No policy		Increase awareness of job sharing option Have designated HR person aware of options
Telemedicine	No policy	No policy		Provide technology for physicians to see patients remotely, as appropriate.