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UW MedicineUW SCHOOL
OF MEDICINE

Family Friendly Packet

There are many resources available for families through the University of Washington. There is a lot of information on the Benefits and Work Life Division of Human Resources webpage: [Family Friendly Policies](#). Whether you are starting a family or joining us from elsewhere, you may have questions beyond these resources. For this reason, we are collating UW resources to make it easier for you to get the information you need about leave policies, promotion clock extension, childcare, sick childcare, elder care, and more. We also include advice from two women faculty members based on their recent experience. Do not forget to review all your health and retirement benefits from the University. Finally, if you are a clinician, your practice plan and/or hospital may have additional benefits and programs. We welcome feedback.

From

The UW Medicine Standing Committee on Women in Medicine and Science



I. Leave Policies:

Below is a brief overview table of current leave policies. Here is a link to the more detailed leave information ([Leave Comparison Chart for UW](#)) on the UW website. While there is no current paid leave for adoptive parents, this is under review currently by the faculty senate. Currently adoption/foster care leave do not automatically qualify for paid sick leave, but unpaid time off may be available under FMLA.

Childbirth leave (Birth Mothers)			Family Leave (Mothers/Fathers/Adoptees)		
<i>Childbirth leave</i>	<i>% salary covered for childbirth leave</i>	<i>Caveats</i>	<i>Family leave</i>	<i>% salary covered for family leave</i>	<i>Caveats</i>
Up to 90 days during one academic year.	100% for the period medically necessary	<i>Applications must be accompanied by physician documentation.</i>	Up to 12 weeks	Unpaid	<i>Note that sick leave and FMLA run concurrently. For example, if a faculty member gives birth, she is allowed up to 90 days paid sick leave,* which also counts against the 12 weeks of leave available under the FMLA. If a birth mother needs additional time after she exhausts 90 days of sick leave, she can request additional leave without pay. Leave of this type requires approval by the department, school and provost's office. *Paid sick leave is approved for the period medically necessary as prescribed by a healthcare provider for pregnancy, childbirth and recovery therefrom.</i>

Leaves

Includes the following leaves:

- [Leave without pay](#)
- [Paid Professional Leave](#)
- [Family and Medical Leaves](#)

- [Paid Sick Leave](#)
- [Military Leave](#)
- [Vacation](#)

II. Promotion and Tenure:

The timeline, depending on appointment FTE, for promotion from Assistant to Associate Professor is generally 6 years. For part-time faculty, the timeline may be longer. This timeline, also referred to as the mandatory review for promotion “clock”, may be temporarily stopped for certain specific reasons such as having/ adopting children, extended illness or other special circumstances. In the case of birth or adoption, faculty are automatically eligible for waivers for the year in which they have a child. The specific policy states *“In the case of the birth or adoption of a child, the faculty member is automatically eligible to waive a year from the promotion/tenure clock, with a possible extension of a second year. A faculty member can waive a year from the promotion/tenure clock by submitting the waiver through his or her department chair and Dean’s Office to the Office of Academic Personnel.”*

Below are links to the UW Promotions guide, the UWSOM Promotions guide on the Faculty Development website, the slides/video of the UWSOM workshop on preparing for promotion to associate professor held twice yearly, and the UW website that addresses promotion extensions. For other questions, please contact your department administrator or the office of Faculty Development at somfacdv@uw.edu.

- Promotions Guide: University of Washington [Click Here](#)
While this site provides general UW information and deadlines for schools/colleges, please refer to your department and the School of Medicine’s promotion guide below for specific school-related requirements for promotion.
- Promotions Guide: School of Medicine [Click Here](#)
- Workshop on Preparing for Promotion from Assistant to Associate Professor : School of Medicine [Click Here](#)
- Promotion Extensions: University of Washington located [Here](#)

III. Childcare Resources

The University of Washington has four childcare centers on or near the main UW campus and one at Harborview Medical Center open weekdays 7am-6pm for infants through 6 years old. Demand is high so get your application in early, before your child is born or adopted. Wait list spots are not guaranteed so look at other options such as Bright Horizons (see below) or in your neighborhood.

- [Child Care at UW](#)



- [Child Care at HMC](#)
- [Off Site Child Care](#)
 - [Priority Access Bright Horizons](#) UW faculty, staff and students are eligible for enrollment priority at Bright Horizons centers in the Seattle area on a first come first served basis. Bright Horizons programs and curriculum are for infants through school age. Bright Horizon's also provides elder care, as well as tuition assistance for students. They also provide discussion and resources via their blog: [Bright Horizon's Blog](#)
- [Finding Childcare Providers](#)
 - [List of Licensed Daycare Providers](#)
 - [Discounts: Au Pair and Nanny Services](#)

Here is advice from two faculty members about their recent experience:

- [Jessica E. Young, PhD. Assistant Professor, Department of Pathology](#)
- [Subbulaxmi Trikudanathan MD, Clinical Assistant Professor, Department of Medicine | Division of Metabolism, Endocrinology & Nutrition](#)

IV. Back Up and Sick Childcare

Your options when your child is sick and you cannot miss work

- [Backup and Sick Child Care](#)

V. Lactation Program

- [Lactation Stations](#) – Note that the map has locations at Harborview and South Lake Union as well as the University campus.

VI. Parenting Resources

- [Tips for Parents of School-Aged Children](#)
Seattle public schools open enrollment (if you wish to apply for a school other than your child's neighborhood school) begins in February and ends in May; more information available at https://www.seattleschools.org/admissions/school_choice. Kindergartens, middle schools and high schools offer tours and information nights in the winter; you may be able to arrange a visit by contacting the school directly.
- Onsite after-school childcare programs at local public schools are very convenient but can fill fast; contact the school your child will be attending as soon as you can as there may be a wait list. Many of these programs also run summer camps.
- There are many high-quality summer camps available in the area; registration can start as early as January or February, so consider signing up for email lists early. Popular camps like the Woodland Park Zoo, the Burke Museum Dinosaur Camp, and the Seattle Children's theater may fill right away, but there are many options available. There are a number of good camps affiliated with the UW, including a general camp for elementary school students on

upper campus, specialty camps at the Burke Museum of Natural History and the Arboretum and enrichment classes for middle school and high school students. Information available at <http://www.summer-camp.uw.edu>

- Many families with preschool or school-aged children find museum memberships essential to surviving rainy weekends – popular options include the zoo, the aquarium, the Museum of Flight, the Children’s Museum and the Pacific Science Center.
- [Schools, Camps and Programs](#)
- [Additional Parenting Resources](#)
- [Physician Moms Group Pacific North West](#)
Do you have a Facebook account? Then consider joining the Physician Moms Group PNW Facebook page. A number of physician mothers that are currently in or moving to this area join. It is a viable resource to ask questions about schools and neighborhoods that you could potentially be moving to. To be added to the “secret group” Physician Moms Group PNW on Facebook, please contact Susan Merel smerel@uw.edu

VII. Adult and Elder Care Resources

- Elder Care
 - [Referral and Consultation Service](#)
 - [Short Term Elder Care](#)
 - [Additional Elder Care Resources](#)
- Self-Care
 - [Counseling and Mental Health](#)
 - [Manage Stress](#)
 - [Fitness at Work](#)
 - [UW CareLink](#)

UW CareLink connects you with experts who help you or your family members navigate life’s challenges. You get free, confidential access to guidance consultants who provide counseling, legal advice, financial guidance, eldercare assistance, work-life solutions, online support resources among others services. It is available 24/7. Telephone is 866-598-3978.

VIII. Fun for Families

a. The Whole U

Focused on creating connections, holistic wellness, and engaging your interests

– [Events](#)

– [Discounts](#)

There are discounts for restaurants, yoga classes, cell phone plans, nanny services among other items

b. Graduate Medical Education (GME) Wellness Newsletter

This weekly newsletter has information about current events many of which are geared for families. Anyone can sign up on their website. [GME](#)