

RESOLUTION 12.2019-20 (A-20)
PARENTAL LEAVE & PLANNING RESOURCES FOR MEDICAL
STUDENTS

ISMS Board Action Taken on 07/18/2020

Adopted Resolution 12.2019-20 (A-20), as amended by the Council on Education & Health Workforce.

Council on Education & Health Workforce Recommendation to
ISMS Board on 07/18/2020

The Council had initially recommended adoption as amended by removing the recommendation that medical schools give students a minimum of six weeks of maternity/paternity leave because of concerns that defining specific leave time could limit flexibility and discourage program directors from making attempts to identify workable solutions.

At the January 2020 meeting, members of the Board expressed support for maintaining the amended resolve and the specific six week reference, believing that it is an appropriate length of time that can be reasonably accommodated by most programs. Upon further review, the Council agreed that medical schools should be able to accommodate a minimum of six weeks of parental leave. The Council supports adoption of the resolution as amended.

The Council on Education & Health Workforce recommends that the ISMS Board of Trustees adopt Resolution 12.2019-20 (A-20), as amended:

RESOLVED, that ISMS encourage medical schools to create comprehensive informative resources that promote a culture that is supportive of their students who are parents, including information and policies on ~~maternity and paternity~~ parental leave and relevant make up work, options to preserve fertility, breastfeeding, accommodations during pregnancy, and resources for childcare that span the institution and the surrounding area; and be it further

RESOLVED, that ISMS encourage medical schools to give students a minimum of 6 weeks of ~~maternity/paternity~~ parental leave without academic or disciplinary penalties that would delay anticipated graduation based on time of matriculation; and be it further

39 RESOLVED, that ISMS encourage that medical schools formulate, and make
40 readily available, ~~concrete~~ plans for each year of schooling such that ~~continuous weeks~~
41 of parental leave may be flexibly incorporated into the curriculum; and be it further
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43 RESOLVED, that ISMS urge medical schools to adopt policy that will prevent
44 parties involved in medical training (including but not limited to residency programs,
45 administration, fellowships, away rotations, physician evaluators, and research
46 opportunities) from discriminating against students who take family/parental leave; and
47 be it further
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49 RESOLVED, that ISMS advocate for medical schools to make resources and
50 policies regarding family leave and parenthood transparent and openly accessible to
51 prospective and current students; and be it further
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53 RESOLVED, that ISMS bring forth this resolution to the ~~AMA Annual Meeting~~
54 ~~in June 2020~~.

57 **ISMS Board Action Taken on 01/25/2020**

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59 **Referred Resolution 12.2019-20 (A-20), Parental Leave & Planning Resources for**
60 **Medical Students, back to the Council for further consideration.**
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65 **Council on Education & Health Workforce Recommendation to**
66 **ISMS Board on 01/25/2020**
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68 The Council noted that individual medical schools and the ACGME are already taking
69 steps to find ways to better accommodate medical students and residents who choose to
70 start families while pursuing a medical education. There was concern that defining
71 specific leave times or program accommodations would raise concern among program
72 directors and limit the flexibility and willingness to identify workable solutions. The
73 Council recommended an amended resolution.
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76 Trustees adopt Resolution 12.2019-20 (A-20), as amended:
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