



Life doesn't stop when you are in training!

Division of Hematology/Oncology, Department of Internal Medicine

Questions and topics you might be afraid to discuss, and answers we love to provide!

## **Parental Leave**

Before we get into the nuts and bolts of parental leave, we want you to know that we recognize that this time of life is often when people are starting their young families. The Division of Hematology/Oncology embraces these happy events and welcomes all the new little members of our Hem/Onc Family! We want to support you during this happy but challenging time!

How much time is available for parental leave?

**Maternity Leave:** In keeping with advisory from the American College of OB/GYN relating to pregnancy-associated disability, female house staff members are entitled to up to 6 weeks of paid disability (maternity) leave for each pregnancy.

If additional leave, either before or after delivery, is required for medical reasons associated with the pregnancy, this time is also treated as paid disability leave upon receipt of written documentation from the house staff member's physician, up to a maximum of an additional 4 weeks beyond the initial 6 weeks of maternity leave.

If a house staff member wishes to arrange additional time away from the program for personal reasons, consultation with and approval by the Program Director is required and any such time is treated as an unpaid leave of absence.

House staff members are not required to use maternity leave, and, in order to ensure timely completion of board eligibility requirements, a house staff member may elect to use scheduled days of paid time off in lieu of maternity leave.

If the use of maternity leave leads to a need for an extension of training to complete board eligibility requirements, the house staff member must consult with the Program Director and receive his/her approval for such an extension. During the period of extension, the house staff member continues to receive a stipend and benefits. A copy of any approved maternity leave must be filed in the trainee's file in the GME Office.

Regarding benefit coverage retention, during a maternity-related unpaid leave of absence, the house staff member has the option of retaining fringe benefit coverage through payment of premium costs during the leave period.

## **Parental Leave other than Maternity Leave: Non-birth Parental Leave and Leave for Adoption**

Amount of Parental Leave: The University of Iowa Hospitals and Clinics and the GME Office recognize the importance of the early development of a relationship between parent and child; thus,

non-birth parent house staff members, including domestic partners as defined by UI policy, who are enrolled (with a signed and current contract) in GME residency or fellowship programs at UIHC, have available 5 working days, per event, of paid time off for parental leave related to each recent birth or adoption of their child. A qualified event for use of this leave is defined as a birth or adoption occurring at a specific time and is not defined by the number of children involved in the birth or adoption event (e.g., the birth or adoption of two children at the same time means the parent has available 5 working days of parental leave, not 10 working days). Foster care and guardianship are excluded from this policy.

Usage Details: Parental leave must be used within the first 3 months of the birth or adoption but may not be used during the last 2 weeks of training, unless the child is born or adopted in the 4 weeks prior to the end of training. Parental leave is exclusive of any allotted vacation leave. However, during a parental leave, a house staff member is not required to use parental leave and may use vacation leave in lieu of parental leave in order to ensure timely completion of board eligibility requirements. Any request for parental leave must be made in writing and then reviewed and approved by the Program Director to ensure timely completion of board requirements. A copy of the approved request must be filed in the trainee's file in the GME Office.

### **Lactation Resources at the University Hospital**

The Carver College of Medicine and the University of Iowa have a lactation policy which offers time for lactation including designated lactation rooms and time support during the work hours for lactating parents to pump milk or breast feed. This covers the first year after returning from parental leave. We recommend making plans before taking parental leave and blocking time during the morning and afternoon for pumping. In the outpatient clinics, our schedulers will automatically block the equivalent to a patient slot for the AM and PM before the trainee goes on parental leave, so when they come back, they have protected and supported time and do not have to worry. They can cancel this when they have completed lactation or per their preference.

For a person who would like to induce lactation, this is available through gynecology at UIHC.

The following links can take you to more lactation resources:

<https://hr.uiowa.edu/well-being/family-services/lactation-facilities-and-resources>

### **Child Care Resources**

Bright Horizons is the UIHC Child Care Center and is located on the Medical Center Campus. It offers programs for infants through pre-kindergarten.

<https://child-care-preschool.brighthorizons.com/ia/iowacity/uihc>

UI Family Services partners with eleven privately-owned child care centers located within 1.5 miles of campus. This link will take you to further information about these centers:

<https://hr.uiowa.edu/well-being/family-services/child-care/campus-connected-child-care-centers>

## **The Couple's Match**

We are very familiar with the Couple's Match and understand that matching as a couple adds another layer of stress and complexity. Please inform our program coordinator, Jana Ringle, if you are planning a couples match and provide us with your significant other's name, AAMC ID, and program of interest. While we cannot guarantee an interview, if one is offered to your partner, we will work with their department to coordinate interview dates and times. For fellows in our program, we do our best to accommodate vacation and call schedules with your partner.

## **Employment for my partner/spouse**

There are many opportunities for employment in the Iowa City-Cedar Rapids metro area. We are, of course, the home of the University of Iowa, which affords many employment opportunities. You can search for career opportunities at the University of Iowa here.

<https://jobs.uiowa.edu/>

In addition, the Iowa City-Cedar Rapids area is home to internationally recognized industries such as Collins Aerospace, ACT, and General Mills. The ICR Iowa Website can help you identify career opportunities in our area for your significant other.

<https://www.icriowa.org/people/>

## **The University of Iowa Hematology/Oncology Fellowship Program is committed to women's academic success.**

Fellows may participate in the American Medical Women's Association and the annual Faculty Women's symposium. Moreover, there are faculty (including female faculty) in the Hematology/Oncology Division and the Department of Internal Medicine as well as in other areas, such as in the College of Public Health or in the Carver College of Medicine basic sciences, who would be happy to serve as mentors as you develop your career in medicine.

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### American Medical Women's Association | MD Program

The University of Iowa Carver College of Medicine has a chapter of the American Medical Women's Association (AMWA). This organization empowers women to lead in improving health for all within a model that reflects the unique perspective of women. AMWA is an organization which functions at the local, national, and international level to advance women in medicine and improve women's health. We achieve this by providing and developing leadership, advocacy.

Through this organization women physicians, including fellows, can provide mentorship to female medical students.

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### 2020 Faculty Women's Symposium | Office of Faculty Affairs and Development

The 12th Annual Faculty Women's Symposium, Friday, February 28, 2020 8:00 AM – 5:00 PM Radisson Hotel and Conference Center, Coralville, Iowa

<https://medicine.uiowa.edu/facultyaffairs/2020-faculty-women-symposium>

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This is an annual conference, which started as a networking and educational symposium for women faculty in the College of Medicine and College of Engineering. It has now broadened to include many other Colleges. Fellows are welcome (and encouraged) to attend.

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Although progress has been made in advancing the careers of women in medicine, more needs to be done, including at the University of Iowa. Attached is a thoughtful essay on the topic by Dale Abel, MD, chairman of Internal Medicine at the University of Iowa.

<https://internalmedicineiowa.org/2019/09/13/advancing-the-careers-of-women-in-medicine-some-progress-but-much-more-to-do/>

## **Are there workplace policies, initiatives or other programs available at UIHC to support people who identify as LGBTQ?**

### **Equal opportunity/affirmative action employer**

The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, national origin, age, sex, pregnancy, sexual orientation, gender identity, genetic information, religion, associational preference, status as a qualified individual with a disability, or status as a protected veteran.

Similarly, the University of Iowa's Human Rights Policy states "that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, national origin, age, sex, disability, sexual orientation, gender identity, and any other classification that deprive a person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all."

Our Hospital has the highest national recognition of inclusion for LGBTQ care recognized by the Human Rights Campaign. Over 2000 transgender-identified people along with many other LGBTQ-identified people are followed in comprehensive multidisciplinary program which is primary care centered and provides HIV pre-exposure prophylaxis, gender-affirming surgery and anal dysplasia screening and treatment, among other LGBTQ care.

Nicole Nisly, Katherine Imborek and their team provide training for all residents and many fellows in provision of LGBTQ-specific health care, along with health inequalities and unconscious biases. Students, residents and fellows are welcome to rotate through the LGBTQ clinic for rotations.

The University of Iowa and UIHC have an inclusive restroom policy, where anyone can use a restroom that matches their identity. Additionally, gender-inclusive, single-use restrooms are available in many areas, with plans to have gender-inclusive restrooms in all hospital areas along with all UI buildings.

Our hospital policies include "preferred name" as the preferred form of addressing our patients, staff, students, trainees and faculty. Our hospital policy recognizes gender identify when assigning rooms for admissions to the hospital and this is part of the hospital policies. Many faculty, staff and students also include their preferred pronouns on their email signatures.

University of Iowa Healthcare has developed an OutList and invites anyone who identifies as LGBTQ+ to participate. The OutList is a public and voluntary listing of members of our healthcare community who identify as LGBTQ+. The list was created to foster an inclusive community and to provide members of the LGBTQ+ community with informal networking and mentoring opportunities.

**Are there any initiatives being taken to address stress, grieving and burnout, particularly regarding the Hem/onc fellowship and more generally involving all house staff and employees?**

"In the current healthcare environment, fellows and faculty members are at increased risk for burnout and depression. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is also a skill that must be learned and nurtured in the context of other aspects of fellowship training." -Hematology and Medical Oncology, ACGME, 2017.

The University of Iowa Hematology and Oncology fellowship program strongly believes that doctors who take care of themselves provide better care for their patients and experience less stress and burnout. As part of the curriculum, there are regularly scheduled lectures/round table discussions on burnout, suicide, substance abuse and stress in hematology and oncology practice.

Fellows are encouraged to access the University of Iowa LiveWell program which provides services that focus on the overall health and well-being of our faculty and staff.

The University of Iowa is home to multiple excellent recreation facilities which we encourage our fellows to utilize. The Campus Recreation Wellness Center a state-of-the-art facility that is located six blocks from the University of Iowa Hospitals and Clinics. This facility has basketball courts, exercise equipment, swimming pools, a suspended running track, and multiple exercise and yoga classes. Immediately adjacent to the University of Iowa Hospitals and Clinics is the Field House which has basketball courts, racquetball courts, a cycling studio, a weightlifting room, multiactivity rooms and a swimming pool. There is also an exercise room with treadmills, elliptical and free weights and lockers located about 100 feet from the fellows' office!

Follow this link to learn more about recreational services at the University of Iowa:

<https://recserv.uiowa.edu/>

Fellows may utilize services provided by the UI Employee Assistance Program (UI EAP). The UI EAP offers comprehensive, integrated counseling services to faculty, staff and their families designed to address and improve the overall health and well-being of the UI community. These voluntary and confidential services address the potential impact of behavioral health problems on performance, and are designed to promote improved emotional health, resilience and increased engagement.

<https://hr.uiowa.edu/ueiap>

Mindfulness-based Stress Reduction (MBSR) is another skill which can help with responding to the stress of a medical career. For over twenty years, the University of Iowa Hospitals and Clinics have been offering MBSR classes and other Mindfulness groups. Fellows are welcome to participate.

<https://uihc.org/mindfulness-based-stress-reduction>

COPE Team Peer and Group Support and Training: Specific workplace events in health care such as untoward patient outcomes, medical errors, stressful interpersonal situations, personnel illness and loss, unprofessional behavior—can trigger high stress levels. The University of Iowa Hospitals & Clinics COPE Team invites nurses, residents, attending physicians, unit staff, and other care providers to seek help and support after emotionally challenging events at work. This can be done in a one-on-one meeting, called “peer support,” or in a group debriefing. Both are available to everyone and are confidential.

***We hope this information is helpful and we invite you to ask any questions you may have about these or other topics that are important to you.***