

UTHSCSA Graduate Medical Education Policies

Section 7	Health & Wellness	Effective:	April 2001
		Revised:	March 2017, July 2022
Policy 7.3.	Parental, Medical and Caregiver Leave	Responsibility:	Designated Institutional Official
Parental, Medical, and Caregiver Leave			
Purpose	This GME Policy addresses Parental, Medical, and Caregiver Leave of Absences as it affects residents/fellows enrolled in UT Health San Antonio (UTHSA) GME programs.		
Definition	<p>University Health (UH) serves as the paymaster for the majority of residents and fellows; a small number of trainees are directly funded by UTHSA.</p> <p>ACGME program requirements and ABMS Board requirements address training absences, and there is substantial variability by specialty</p> <p>Details regarding these policies may be found in the University Health House Staff Manual and House Staff Guide. Electronic links may be found at the following site: https://www.uthscsa.edu/academics/medicine/about/ogme/benefits</p>		

UTHSCSA Graduate Medical Education Policies

- Policy
1. For residents/fellows for whom UH is the paymaster, the following policy pertains: UH House Staff Manual, Section V: House Staff Leave Policies
<https://www.uthscsa.edu/academics/medicine/about/ogme/policies/hospital>
 2. For residents/fellows for whom UTHSA is the paymaster, the following policy pertains: UTHSCSA HOP Section 4.7 Policies at <http://uthscsa.edu/hop2000/4-toc.aspx>
 3. For both UH and UTHSA paymaster trainees:

Residents should give their program director timely notification of their desire to avail themselves of this Parental/Medical/Caregiver Leave of Absence benefit. An extended leave may impact the timing of a House Staff's ability to complete all requirements of their training program and/or eligibility to sit for examinations by certifying boards. At the time of any approval of a House Staff's leave or as soon thereafter as is practicable, the Program Director, will use its best efforts to inform the House Staff of any impact that a leave could have on the timing of a House Staff's ability to complete all requirements of their training program and/or eligibility to sit for examinations by certifying boards.

UTHSCSA Graduate Medical Education Policies

Resident couples should take particular care, when both members are in programs sponsored by the UTHSA, to inform their respective program directors of their desire to avail themselves of their entitlement to leave of absence.

UTHSCSA Graduate Medical Education Policies

In this case, timely notification by the couples to their respective program directors is essential to allow appropriate planning for the leave by the residency programs.