

UCSF Internal Medicine Residency Parenting FAQs

Welcome to UCSF Internal Medicine! We are so excited to have you, and we want to fully support you as you prepare for the upcoming year. This includes supporting your role as a parent or an aspiring parent!

Below is a list of FAQs* to get you started in navigating some of the nuances of parenting while in residency. A more complete written resource will be available in the coming months, but feel free to reach out with questions in the meantime by emailing Eva.Gamboa@ucsf.edu. We also have faculty and residents who have volunteered to be contacted if you would like to speak with someone directly via phone or email. If you're interested, Virginia will be happy to share this contact list with you.

What is UCSF's IM residency parental leave policy?

The residency program is committed to helping you develop a parental leave plan that works best for you. Per Article 15 of the resident union contract: Eight (8) workweeks of paid parental leave will be provided for each pregnancy, adoption, or foster placement event regardless of the number of children born, fostered, or adopted in the event. This paid parental leave is granted to a resident or fellow to allow them to bond with a newborn child/children or child/children placed via adoption or foster care. Paid parental leave must be concluded within twelve (12) months following the birth or placement of the child/children, even if the twelve months crosses academic years. Please view the complete parental leave policy in the [UCSF Housestaff Information Booklet](#).

The University shall provide four (4) workweeks of parental leave with pay each academic year to a parent to allow them to bond with a newborn child or child recently placed via adoption, provided the leave takes place within one year of the birth or placement of the child with the resident or fellow.

Additional time off and payment options exist – including using vacation, sick leave, leave without pay (including FMLA), and/or disability – and can be planned in partnership with the residency program and HR.

What are my options for childcare?

UCSF has 4 [childcare centers](#) at 3 campuses: Parnassus, Mission Bay, and Laurel Heights . They provide childcare from 6:30/7:00 am to 6:00 pm for children 2 months - 5 years old. The centers are often fully enrolled, but they have expanded capacity over the last year, and residents have priority in enrollment. The monthly rate is currently \$2,470 – 3,190 (higher rate for infants) for full-time care, and part-time is also an option. If you are interested in UCSF childcare, we recommend joining the wait pool as soon as possible (including when you're pregnant!). Several residents have children enrolled in UCSF childcare and are big fans!

Eek! What if I don't get into UCSF childcare or the cost is too high?

You are not alone! We have an awesome Childcare Referral Specialist, Pauline Lee, who can help you with the process of identifying other childcare options (including licensed centers, licensed family child care homes, after-school programs, summer programs and other related services). You can e-mail her at pauline.lee@ucsf.edu. There is also an [online bulletin board](#) of available nannies/sitters/sharecares.

UCSF-based childcare services are listed at: <https://campuslifeserviceshome.ucsf.edu/familyservices>

What if I have school-aged children? How do I get them enrolled in school?

The San Francisco Unified School District ([SFUSD](#)) allows families to apply to any school in the district (schools are ranked by families, and placements are made based on a lottery system). The regular application season for the upcoming year has passed, so we recommend contacting the SFUSD Education Placement Center (enrollinschool@sfusd.edu, 415-241-6085) as early as possible for assistance in applying outside of the regular season.

I'm currently or will be pumping - how does that work with my rotations?

We have your back! We will work with you to create time in your schedule for pumping, regardless of your rotation. Dedicated lactation rooms and refrigerators are available at every site. Please sign up for UCSF's [Lactation Accomodation Program](#) for information on lactation rooms, supplies, and other support services for lactating persons.

Where do I find a pediatrician?

There are many awesome options. Residents have used [UCSF General Pediatrics](#), [Golden Gate Pediatrics](#), and [Noe Valley Pediatrics](#). If you get care through UCSF, there is an after hours [urgent care clinic](#).

What support is available to parents in the residency program?

UCSF [Family Services](#) supports the UCSF community at large. Our program also has a parenting group, whose mission is to evaluate and address the needs of trainee parents, and trainees desiring to be parents, through shared events, resources, mentoring, and advocacy to foster professional growth and continued work-life integration. You can connect with that group at TraineeParents@ucsf.edu.

Anything I should do sooner than later?

- Check out myfamily.ucsf.edu for a treasure trove of information, links, and resources.
- If you are pregnant or have children already, and you are interested in signing up for UCSF childcare, join the [waitpool](#) at your preferred site.
- Call or e-mail SFUSD (415-241-6085, enrollinschool@sfusd.edu) as early as possible to discuss enrolling your school-aged child. More information can also be found at the [SFUSD website](#).
- Reach out to our residency scheduler at ResidencyScheduler@ucsf.edu to discuss any scheduling considerations for pregnancy, leave, and parenting in general.