Boston College
National Roundtable Meeting

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Parental leave policy

Parental leave policy originally developed in 2002

Currently

► Primary care dads and primary care adoptive parents
  ► 6 fully paid weeks
► Birth moms
  ► 14 fully paid weeks (typically 2 before and 12 after)
► FMLA
  ► 16 weeks – 4 additional weeks beyond the 12 mandated
► Non-primary care parents – 2 fully paid weeks leave
Career and family transitions
Maternity and Paternity Coaching program

Program specifics
- Focus on various stages of transition
- Structure: one-on-one and group coaching
- Participants: high-performing men and women and their counselors

Drivers of success
- Sponsorship
- Opt-in approach
- Customized design
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