Half of respondents, both nationally and at CU, did not know whether their fellowship program had a written policy governing parental leave.

Almost half of respondents, both nationally and at CU (48 vs. 45%), indicated that the parental leave policy at their program increases the stress of having a child during training.

Half of fellows at CU vs a third of fellows nationally stated that the parental leave policy at their program negatively impacts the experience of having a child during training.

BACKGROUND
• No uniform standards currently exist to dictate the approach to parental leave for GME programs
• Longer parental leave is associated with
  o Decreased infant and child mortality
  o Increased breastfeeding rates
  o Increased childhood vaccination rates
  o Decreased maternal and infant rehospitalization rates
• Improved maternal-post-partum physical and mental health
• The goal of our study was to ascertain fellow’s perceptions of the specific elements of parental leave policies among pediatric fellowship programs and to understand the impact of those elements on fellows

METHODS
• Web-survey of pediatric subspecialty trainees
• Comparison of pilot study of pediatric fellows at the University of Colorado (CU) with the national survey of all pediatric fellowship programs
• Survey aims:
  1. Describe the range of elements that constitute parental leave policy among pediatric fellowship programs and whether fellows are familiar with the policy at their program
  2. Determine which elements of leave policy impact, either positively or negatively, a fellow’s satisfaction with leave policy
  3. Identify elements of leave policy that, if and when implemented, might improve a trainee’s experience of having a child during training

RESULTS

How many weeks of paid leave does your program allow for parental leave including, vacation, holiday, sick days, or elective time?

- National Survey Data
  - 1 week: 43 (15.7%)
  - 2-4 weeks: 280 (83.1%)
  - 5-8 weeks: 11 (3.5%)
  - 9-12 weeks: 4 (1.2%)
  - More than 12 weeks: 0 (0%)

- CU Pilot Study Data
  - 1 week: 40 (60.3%)
  - 2-4 weeks: 26 (38.1%)
  - 5-8 weeks: 0 (0%)
  - 9-12 weeks: 1 (1.5%)
  - More than 12 weeks: 0 (0%)

National Survey Data
- National Survey Data
  - National Survey Data
  - National Survey Data

CU Pilot Study Data
- CU Pilot Study Data
  - CU Pilot Study Data
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Satisfaction Scores

<table>
<thead>
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<tbody>
<tr>
<td></td>
<td>N=851</td>
<td>N=67</td>
</tr>
<tr>
<td>Have you used any of the paid leave available to attend to your child?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
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<td>N (%)</td>
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</tbody>
</table>
| Yes                              | 223 (26.2%) | 258 (31.5%) | 56 (84.3%)
| No                               | 652 (72.9%) | 338 (41.5%) | 11 (15.7%)

Percent that do not know if they have access to paid leave to attend to the birth or adoption of their children.

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Percent that do not know if their program allows for paid leave for childcare.

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CU Pilot Study Data
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IMPLICATIONS
• Parental leave policies vary widely among fellowship programs and are often not known by fellows both nationally and at CU
• Fellows nationally reported more paid parental leave than fellows at CU
• Although more fellows nationally reported access to sick days, this survey was administered prior to CU’s implementation of 3 weeks sick leave established in Jan 2021
• Fellows at CU are less satisfied with parental leave policy during fellowship than fellows nationally
• Fellows’ top ranked areas of improvement were similar at CU compared to nationally

DISCLOSURES
• None