

## ON-LINE APPENDIX: NEURORADIOLOGY FELLOWSHIP PROGRAM DIRECTORS' COMMENTS FROM THE ON-LINE SURVEY

"Formalized maternal and paternal leave policies from the ABR/ACGME would help me to convince department leadership that we must provide and protect this time for new parents. I would appreciate nontraditional couple/family provisions as well."

"The paternal and maternal leave policies are virtually irrelevant in this situation. FMLA and university policies cover most of these things adequately. The problem is that the ABR will not accept the fellowship as complete if there are more than 30 working days missed for any reason during the 1 year. Additional leave necessitates completing the fellowship off cycle. This is the major barrier to adequate maternity leave."

"Our policies for maternal and paternal leave are incorporated into our time-off policies. Our institution does not have a separate policy for maternal/paternal leave; our trainees have to use their vacation/sick/personal time and anything beyond that is unpaid. I would hope that if the ABR/ACGME develops policies that our institution would be forced to institute them."

"I strongly support both maternal and paternal leave. I also strongly support choice regarding fluoroscopy procedures during pregnancy."

"Since our fellowship classes have a larger proportion of males, we are impacted by paternal leave (this year we have 2 fellows taking paternal leave) and less affected by maternal leave. I would imagine this is fairly standard and related to male/female ratio nationwide."

"I do not support a family leave policy that would make maternal and paternal leave equal. I believe that this would WIDEN the sex gap further and disadvantage young moms. I support paternal leave and maternal leave, but I believe that the leave for the person giving birth or as the primary caregiver should be significantly longer."

"Our leave policies are set by our GME office. We try to be flexible and accommodating, but GME makes our institutional rules; (also, P.S. you did not ask this, but especially for paternity, which is brief, we let our fellows schedule their elective time to get an extra week or 2 if they would like to—they can work from home on a project, and so forth, on elective time and be with family)."

"The university recently instituted a paid-time-off policy, which equitably treats maternal and paternal paid leave, as well as bonding time for adoption of a child or blending of families.

Additional unpaid time is available beyond paid-time-off and sick leave, when applicable, which may result in extending the training period to comply with ACGME guidelines."

"Fellows are provided a 4-week (20 days) paid leave (100% of pay) for medical, including pregnancy, purposes. Thereafter, if the fellow has any remaining paid time off (vacation or sick leave), they will use those allowances for their medical leave. Once paid time is exhausted and only if applicable and approved by the third-party administrator, the fellow may receive short- and then long-term disability benefits according to the benefit levels as described (20 days of paid vacation, 5 paid sick days)."

"Our GME office is making new recommendations this upcoming academic year, which is sex-neutral and gives up to 8 weeks . . . , so paternity will be increasing likely."

"I doubt any program director has direct control over Human Resource policies and procedures set by their respective university or medical center. I think this survey probably should be directed to such personnel. Internally, we cannot formally create our own special set of rules or override Human Resource rules set by our institution, but as a program, we can follow common sense and follow a culture of inclusivity, fairness, and understanding. I think the ABR setting guidelines for programs is theoretically nice, but more of the effort should be at getting standards across hospitals, states, and at the national level, which is a more political issue."

"Our family leave policies conform to those of our institution's GME office and state law. Fellows only qualify for FMLA if they have a record of 12 months cumulative State service and have been on duty 1250 hours during the 12 months immediately preceding the family medical leave, so only incoming fellows transitioning to our program from our residency program or another fellowship program qualify for FMLA. Regardless, the House Staff Association (ie, union) Collective Bargaining Agreement gives them all up to 4 months of total parental leave, most of which is unpaid."

"Our trainees generally exhaust their paid time off for maternity and paternity leave and then use time as outlined by the FMLA and university policy. This extra leave beyond their allotted paid time off is unpaid."

"We follow FMLA policies and have extended training period to make up 48 weeks of training total. We follow the institution's policies regarding maternal and paternal leave, which are dictated by federal and state law. Pay during leave (above the allotted vacation and sick time) is handled via the state disability programs."

**On-line Table: Program directors' responses to the existence and content of parental leave policies**

	Fellowship Programs (No.) (%)		Residency Programs <sup>a</sup> (No.) (%)	
	Maternal Leave	Paternal Leave	Maternal Leave	Paternal Leave
Which one is true about parental leave policy in your program?				
We do not have a policy.	3 (5)	13 (20)	8 (11)	14 (19)
We have a policy, but it is not explicitly written.	10 (15)	9 (14)	4 (6)	5 (7)
We have a policy, and it is explicitly written.	51 (78)	41 (62)	57 (77)	52 (70)
We have a policy, but I do not know whether it is written.	1 (1)	1 (1)	4 (5)	2 (3)
I do not know whether we have a policy.	1 (1)	2 (3)	1 (1)	1 (1)
If there is a written/unwritten policy, is your parental leave time paid?				
Yes	53 (85)	39 (76)	50 (77)	44 (75)
No	6 (10)	5 (10)	5 (8)	5 (8)
I don't know	3 (5)	7 (14)	1 (1)	0
No response			9 (14)	10 (17)
If "yes" to the above question, is there elective unpaid leave on top of paid leave available?				
Yes	39 (74)	24 (61)	41 (82)	30 (68)
No	5 (9)	3 (8)	6 (12)	8 (18)
I don't know	9 (17)	12 (31)	3 (6)	6 (14)
If there is a paid leave policy, what is the average length of the paid parental leave for each pregnancy and delivery in weeks? <sup>b</sup>				
Trainees must use sick and vacation leave <sup>c</sup>	13 (25)	6 (15)	Not included in the survey	
<2	0	8 (21)	2 (3)	13 (22)
≥2-4	4 (8)	14 (36)	2 (3)	17 (29)
≥4-6	7 (13)	5 (13)	5 (8)	5 (9)
≥6-8	15 (28)	2 (5)	22 (34)	4 (7)
≥8-10	6 (11)	2 (5)	11 (17)	2 (3)
≥10	7 (13)	0	11 (17)	6 (10)
No response	1 (2)	2 (5)	12 (18)	12 (20)
If there is additional unpaid leave available, what is the average length of the additional unpaid parental leave for each pregnancy and delivery in weeks?				
4	4 (10)	3 (13)	Not included in the survey	
6	2 (5)	0		
8	2 (5)	1 (4)		
12	1 (3)	1 (4)		
We follow FMLA.	22 (56)	8 (21)		
No response	14 (58)	5 (21)		
If there is only unpaid leave available, what is the average length of the unpaid parental leave for each pregnancy and delivery in weeks?				
1	0	1 (20)	Not included in the survey	
2	0	1 (20)		
4	1 (16.5)	1 (20)		
6	1 (16.5)	1 (20)		
12	4 (67)	0		
We follow FMLA,		1 (20)		
On average, how often do you have trainees out on parental leave?				
Every year	2 (3)	10 (15)	18 (24)	28 (38)
Every other year	13 (20)	13 (20)	27 (36)	22 (30)
Every 3-5 years	13 (20)	11 (17)	14 (19)	3 (4)
Less frequently than every 5 years	29 (44)	22 (33)	3 (4)	3 (4)
Never	9 (13)	10 (15)	2 (3)	8 (11)
No response			10 (14)	10 (13)
Do you adjust rotations for female trainees to avoid angiography/fluoroscopy during pregnancy?				
Yes	37 (56)		27(36)/31(42)	
No	4 (6)		5(7)/4(5)	
Only at trainees' request	22 (33)		31(42)/26(35)	
I don't know.	3 (5)		Not included in the survey	

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**On-line Table: Continued**

	Fellowship Programs (No.) (%)		Residency Programs <sup>a</sup> (No.) (%)	
	Maternal Leave	Paternal Leave	Maternal Leave	Paternal Leave
If "yes" or "at trainees' request" answered to above question: Are these angiography/fluoroscopy rotations...?				
No response			11(15)/13(18)	
Eliminated	3 (5)		4(7)/6(10)	
Made up optionally	24 (41)		27(47)/25(44)	
Required to be made up	31 (52)		25(43)/25(44)	
No response	1 (2)		2(3)/1(2)	
Is the trainee responsible for making up call duties during maternal/paternal leave?				
Yes	31 (47)	31 (47)	36 (49)	36 (49)
No	29 (44)	26 (39)	21 (28)	19 (26)
I don't know.	6 (9)	8 (12)	4 (5)	1 (1)
We do not allow maternal/paternal leave.	0	1 (2)	0	5 (7)
No response			13 (18)	13 (17)
If "yes" to the above question, are the call weeks . . . ?				
Reduced	3 (10)	1 (3)	0	0
Not reduced, but postponed until later	11 (35)	11 (36)	9 (25)	8 (22)
Worked out individually	17 (55)	19 (61)	26 (72)	27 (75.0)
No response			1 (3)	1 (3)
Do trainees make up for parental leave from required rotations?				
Yes	34 (52)	29 (44)	36 (49)	35 (47)
No	26 (39)	28 (43)	18 (24)	18 (24)
I don't know.	6 (9)	8 (12)	4 (6)	2 (3)
We do not have maternal/paternal leave	0	1 (1)	1 (1)	4 (6)
No response			15 (20)	15 (20)
Do you have parental leave policies for issues of parenthood outside of traditional male-female relationships (eg, same-sex partnerships, nonmarried unions) and adoption?				
Yes	27 (41)	30 (41)		
No	16 (24)	18 (24)		
I don't know	23 (35)	11 (15)		
No response		15 (20)		
If "yes" to the above question, are the benefits the same?				
Yes	24 (88)	29 (97)		
No	0	0		
I don't know.	3 (11)	1 (3)		
Does your program have a formal policy for breastfeeding, such as break time for expressing/pumping breast milk?				
Yes	27 (41)	22 (30)		
No	31 (47)	37 (50)		
I don't know.	8 (12)	4 (5)		
No response		11 (15)		
Do you advise trainees against having a child during their training period?				
Yes	0	1 (1)		
No	66 (100)	55 (75)		
No response		18 (24)		
Do you support the development of standardized ABR residency program guidelines for parental leave?				
Yes	55 (83)	52 (79)	39 (53)	37 (50)
No	4 (6)	5 (7)	7 (9)	9 (12)
I don't know.	7 (11)	9 (14)	11 (15)	11 (15)
No response			17 (23)	17 (23)
If "yes" to the above question, would you incorporate them into your program?				
Yes	48 (87)	47 (90)	32 (82)	30 (81)
No	0	0	2 (5)	1 (3)
I don't know	6 (11)	5 (10)	5 (13)	6 (16)
No response	1 (2)			

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**On-line Table: Continued**

	Fellowship Programs (No.) (%)		Residency Programs <sup>a</sup> (No.) (%)	
	Maternal Leave	Paternal Leave	Maternal Leave	Paternal Leave
How many trainees graduate from your program each year?				
1-3	35 (53)		6 (8)	
4-6	19 (29)		20 (27)	
7-9	10 (15)		10 (14)	
10-12	2 (3)		16 (22)	
≥13	0		4 (5)	
No response			18 (24)	

<sup>a</sup>Results are from the previous residency survey in Sherbaf et al.<sup>8</sup>

<sup>b</sup>Answers to this question represent the length of leave regardless of paid or unpaid among residency programs.

<sup>c</sup>This option could be selected in addition to providing the length of paid leave by using an adjustable bar.