

# Department of Research Abstracts

**FAMILY-FRIENDLY CHARACTERISTICS OF PEDIATRIC RESIDENCY PROGRAMS** Carol D. Berkowitz, Mary P. Frintner, William L. Cull.. Pediatrics, Harbor-UCLA Medical Center, Torrance, CA; Research, American Academy of Pediatrics, Elk Grove Village, IL. **Presented at the May 2009 Pediatric Academic Societies Annual Meeting.**

**BACKGROUND:** Pediatric residents may have multiple roles beyond their training, including family responsibilities. Little is known about family-friendly benefits in pediatric residency programs.

**OBJECTIVE:** Compare importance of family-friendly benefits in resident program selection of graduating pediatric residents without children, women with children and men with children. Describe benefit use by women/men with children during residency.

**DESIGN/METHODS:** National, random sample of 930 pediatric residents completing training in 2008 was surveyed with 56% responding. Family-friendly benefits examined: maternity/paternity leave, length of paid maternity/paternity leave, care for ill children, individual schedule flexibility, time off flexibility for family illness/death. Residents were asked about benefit importance in residency program selection, if program offered the benefit, and use of benefits during residency. Residents' benefit importance rating was dichotomized: essential-very important vs. somewhat important-unimportant. Chi square tests were used.

**RESULTS:** 35% of residents have children. Residents with children were more likely than those without to rate family-friendly benefits as essential-very important in residency selection ( $p<.001$ )-see Table. Women with children responded similar to men with children, but were more likely to rate length of paid maternity-paternity leave ( $p<.05$ ) and maternity leave ( $p<.001$ ) as important and less likely to report paternity leave as important ( $p<.01$ ).

Table: Family-friendly benefit importance in resident program selection: Reporting essential-very important

Benefit	All without children %	Women with children %	Men with children %
Maternity Leave	10	65	24
Paternity Leave	5	16	39
Length of paid maternity/paternity leave	10	55	33
Care for ill children	14	36	32
Individual schedule flexibility	34	62	51
Flexibility for time off-family illness/death	40	66	55

Overall, 54% of residents rated their program as very good-excellent in terms of family-friendliness. Resident-reported program benefits include: maternity leave-87%; paternity leave-59%; care for ill children-19%; individual schedule flexibility-63%. 73% of women with children reported using maternity leave, 17% used care for ill children, 60% used individual schedule flexibility; 57% of men with children used paternity leave, 5% used care for ill children, 45% used individual schedule flexibility.

**CONCLUSIONS:** The data demonstrate the importance of family-friendly benefits for residents.

