MP 47-16: A Call for Standardization of Parental Leave in Urologic Residency: Widely Variable Practices in Programs throughout the United States

Susan MacDonald, Jay Raman

Penn State Milton S. Hershey Medical Center
Division of Urology, Department of Surgery
Introduction

- ABU allows for 6 weeks of leave in an academic year without extending residency
- FMLA legally allows 12 weeks of unpaid leave
- No standardized policy exists for urology residents

Methods

- Program directors (PDs) of all 150 programs listed as Urology in the FREIDA AMA Residency database were emailed a 22 question survey regarding parental leave

Results

- 65 PDs completed the survey – 43% response rate
- No formal leave policy for:
  - Maternity leave in 8 programs (12%)
  - Paternity leave in 14 programs (21%)
Results

Conclusions

• Significant variability exists in the maternity and paternity leave policies in urology residencies across the US.