

# Supporting Residents With Growing Families

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## Objectives

- Understand the Family Medical Leave Act, American Board of Family Medicine, and Accreditation Council for Graduate Medical Education rules around maternity and paternity leave
- Develop a parenting rotation for your residency
- Model good behavior for resident and student learners around morale, balance, and career planning

## About Us...

- Practice partners for 3 years in rural Kansas
- Left private practice for the “good life” of academics
- Separate residencies for 7 years

## Via Christi Family Medicine Residency

- 52 Residents (1/2 female)
- 2 couples
- Half of residents have children during residency

# Smoky Hill Family Medicine Residency

- 15 Residents (7 female)
- 1 couple
- 8 currently have children
- 5 Pregnant residents

## Why does this matter?

- Female primary care physicians are almost twice as likely to report burn out and also twice as likely to report considering changing practice site

J Prim Care Community Health. 2016 Jan;7(1):41-3. doi:  
10.1177/2150131915607799. Epub 2015 Sep 28.

## **Work-Family Conflict and the Sex Difference in Depression Among Training Physicians**

- Depression increases in men and women during intern year, but women have much sharper increase
- 1/3 difference is work/family conflict

JAMA Intern Med. 2017;177(12):1766–1772.  
doi:10.1001/jamainternmed.2017.5138

## **Being a Doctor is Hard. It's Harder for Women**

- NYT op-ed
- Twice as likely to commit suicide
- Earn less
- Less likely to be promoted

<https://www.nytimes.com/2017/12/07/upshot/being-a-doctor-is-hard-its-harder-for-women.html>

## **As a residency, what can we do about this?**

- Help residents plan life events
- Develop a culture within the residency to support families
- Model good behavior

## **Planning maternity/paternity leave**

- ACGME
- ABFM
- FMLA
- Local Institution

# ACGME

IV.A.6.a).(1) Residents must be scheduled to see patients in the FMP site for a minimum of 40 weeks during each year of the program

a. ...other assignments must not interrupt continuity for more than 8 weeks...in 1 year

# ABFM

- Expected to perform duties for 11 months out of 12
- 21 working days or 30 days total are excused

<https://www.theabfm.org/cert/guidelines.aspx>

## ABFM- Long Term Absence

- Max of 3 months in year 2 &3
  - Congruent or separated
  - If separated, must return to continuity for 2 months before taking leave again
- ABFM must be notified and entered into RTM

## ABFM-Waiver of Continuity of Care

- Must be less than 12 months
- Requires request to ABFM

# ABFM-Part-Time Residency

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# Family Medical Leave Act

- After 1 year of employment
  - 12 weeks protected employment
  - birth of child
  - adoption and foster placement

<https://www.dol.gov/whd/regs/compliance/whdfs28.htm>

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## Any Local Organization Regulations

- Hospital
- Agency that employs resident
- DIO

## Pearls for Success

- Have a designated person coordinate this
- Develop plan early in pregnancy for maternity or paternity leave for graduation, pay and benefits, and advancement

## How do you make this successful?

- Do your residents want to extend graduation or graduate on time?

## Rotation ideas?

- Advanced Reading in Pediatrics
- Breastfeeding

# Advanced Reading in Pediatrics

- Read 3 required texts/3 additional texts
- Written reflections
- Project
- Normal continuity clinic and call responsibilities

# Challenges

- Completion
- Used inappropriately
- Clinic scheduling

## How many of you have similar rotation?

- Successes
- Failures

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## System Considerations

- Breastfeeding
- Childcare
- Call schedules

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# Breastfeeding

- 2010 “Break time for Nursing Moms”
  - Break time for pumping
  - Private location

<http://www.usbreastfeeding.org/workplace-law>

## What does that look like with residents?

- Clinic scheduling
- Call
- Hospital work space
- Storage

## Childcare and Call

- Drop off/pick up
- Extended clinic hours
- “Mandatory” after hours meetings

## Best practices from your programs?

# Morale

- Family Friendly Residency
  - Make activities family friendly or provide childcare
  - Children welcome in clinic/hospital
  - Check in

# Morale

- Event ideas
  - Medical marriage panel
  - Couples retreat
  - Significant Other Orientation

# Morale

- Aware of sharing “housekeeping” duties in residency space and events

# Balance

- Faculty share names of baby-sitters, housekeepers, etc.
- Model behavior- timing of emails, work from home, part-time
- Host events in faculty homes
  - Recruitment dinners



# Balance

- Scheduled social gathering
  - Provide a focus (book, podcast)
  - Faculty house provides safe space for children
  - Timing
  - Broaden your invitation list

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# Future

- Career coach
  - Help them balance their needs professionally and personally
  - Prepare them for success
  - Prevent burnout

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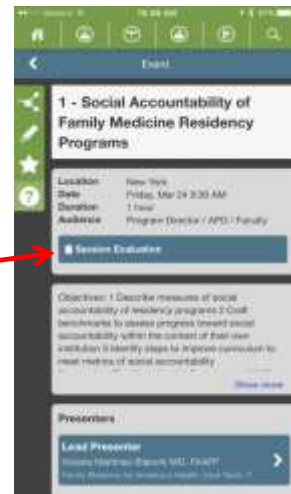
# Best Practices?

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Please  
complete the  
session evaluation.

Thank you.



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