

# Parental Leave Policies in Otolaryngology Residency Programs: Influence of Department Chair Gender and Program Size

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## Introduction

Childbearing years often coincide with residency training, making parental leave support essential<sup>1</sup>. Yet few surgical residencies, otolaryngology included, clearly present such policies. Sandler *et al.* found just 28% of general surgery programs listed a parental leave policy online<sup>2</sup>. This study examines parental leave policies, benefits offered, and how department chair gender and program size may influence their availability

## Objectives

- Determine how many otolaryngology residency programs publicly list their parental leave policies
- Analyze the characteristics of those policies, including duration, paid leave, and inclusion of non-birthing parents
- Examine the relationship between the gender of department chairs and the presence of parental leave policies
- Assess whether program size correlates with policy availability

## Data Analysis

- Identified 125 Otolaryngology–Head and Neck Surgery residency programs via the AAMC ERAS Directory<sup>3</sup>
- Reviewed official program websites to collect data on:
  - Presence of parental/family leave policies
  - Leave duration and whether it was paid
  - Inclusion of non-birthing parents
  - Department chair gender
  - Number of residents per year



## Results

- 40 of 125 programs (32%) listed parental leave policies on their websites
  - Of those, 17 programs (42.5%) offered 6 weeks of paid leave; durations ranged from 2 to 12 weeks
  - Only 7 programs (17.5%) specifically mentioned leave for non-birthing parents
- Department chair gender:
- Female: 12.8% (n = 16)
  - Male: 87.2% (n = 109)
- No significant association between chair gender and policy presence ( $p = .266$ ). Program Size:
    - No significant difference in average number of residents per year between programs with vs. without policies (3.1 vs. 2.9,  $p = .526$ ).

## Conclusion

- Most otolaryngology residency programs do not list parental leave policies
- Similarly, Siljander *et al.* found only 5 of 166 orthopedic programs listed such policies<sup>4</sup>
- The majority of otolaryngology programs are led by male department chairs
- Program size was not significantly associated with policy presence

Figure 1 Proportion of Otolaryngology Programs Advertising Parental Leave Policies (N = 125)

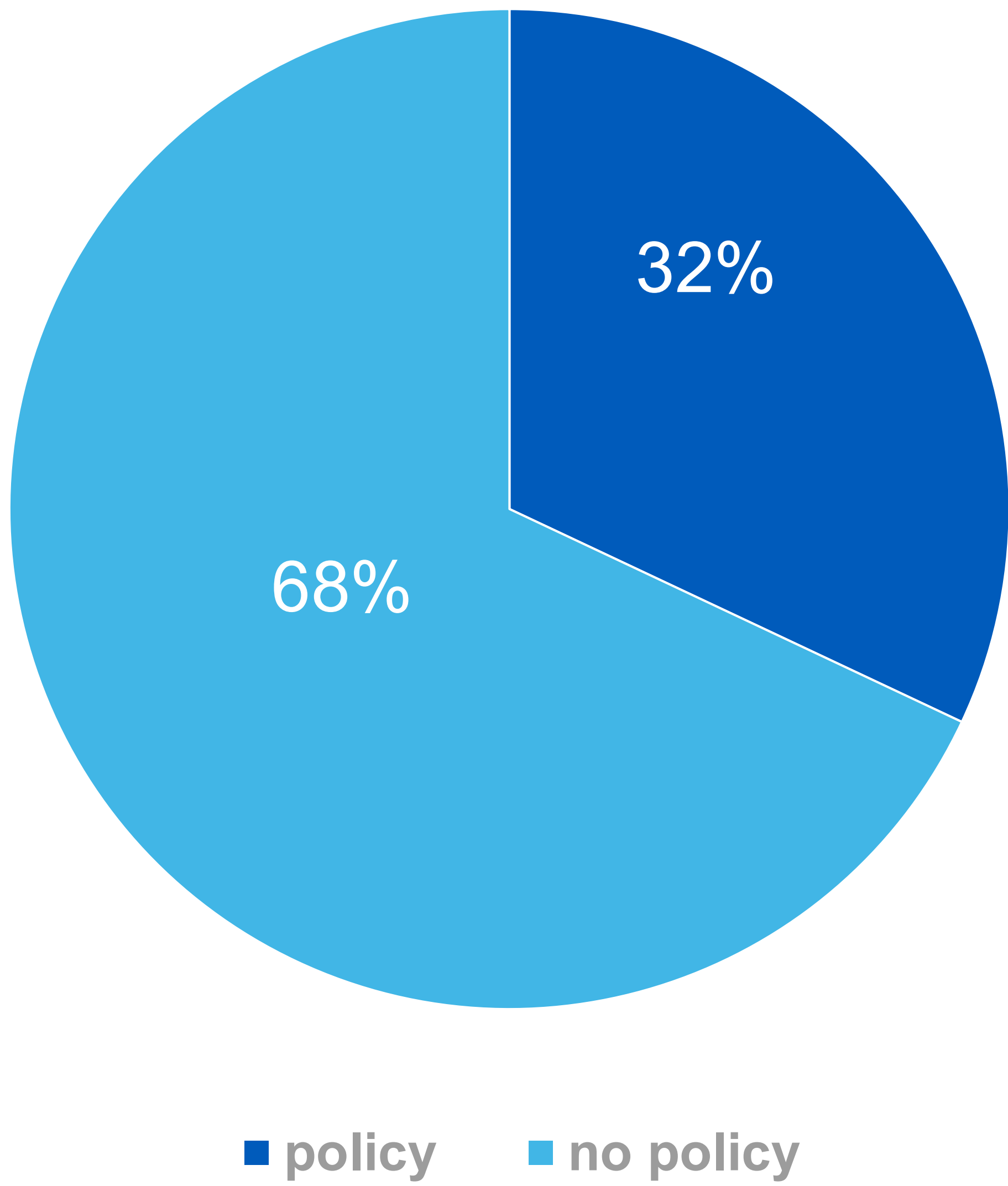


Figure 1 “Policy” refers to a parental or family leave policy posted directly on the residency website or linked through it.

## References

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