

Supplemental Material

Parental Leave for GME trainees Sponsored by the US News and World Report Top 50 Medical Schools

Medical School	US News and World Report current ranking (Research)	US News and World Report Ranking (Primary Care)	Maternity Leave	Parental Leave (non birth parent)	Comments, Restrictions
**Baylor University	16	5	Not Provided	Not Provided	Can use 3 weeks sick, 2 weeks vacation, and 1.3 weeks personal days for payment
**Boston University	29	26	12 weeks unpaid	2 weeks unpaid	Can use vacation and sick time to pay for part
**Brown University	32	39	Not Provided	Not Provided	
*Case Western University	25	39	1 week paid	1 week paid	
*/***Columbia University	11	43	6 weeks paid; 10 weeks partial pay	6 weeks paid primary parent, 2 weeks paid secondary parent; then 10 weeks partial pay	NY State Paid Family Leave
***Cornell University	21	43	10 weeks at partial pay	10 weeks at partial pay	New York State Paid Family Leave
**Dartmouth University	44	21	Not Provided	Not Provided	
**Duke University	10	26	Not Provided	Not Provided	

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**East Carolina University (Brody)		32	Not Provided	Not Provided	
***Einstein University	39	26	10 weeks partial pay	10 weeks partial pay	New York State Paid Family Leave
*Emory University	23	37	3 weeks paid	3 weeks paid	
**Georgetown University	46		Not Provided	Not Provided	
*Harvard University	1	12	8 weeks paid	Not Provided	
*Indiana University	50	46	6 weeks paid, 6 unpaid	6 weeks paid, 6 unpaid	Must use vacation to pay for part
*Johns Hopkins University	2	26	8 weeks paid	8 weeks paid	
*Mayo Clinic	6	32	0.7 weeks paid leave	0.7 weeks paid leave	Can then add 13 weeks of disability
**Medical College of Wisconsin		43	Not Provided	Not Provided	Can use vacation and sick time to pay for part
***Icahn School of Medicine at Mt. Sinai	18	39	10 weeks partial pay	10 weeks partial pay	New York State Paid Family Leave Law
***New York University	3		10 weeks partial pay	10 weeks partial pay	New York State Paid Family Leave Law; Website password protected, not public information
*Northwestern University	20	21	2 weeks paid	Not Provided	Vacation time is used to pay for part; all time that's not vacation must be made up
*Ohio State University	32	26	6 weeks paid	3 weeks paid	Can use vacation and

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					sick time to pay for part
**Oregon Health and Science University	29	5	Not Provided	Not Provided	
***Stanford University	4	32	6 weeks partial pay	6 weeks partial pay	California Family Rights Act
Thomas Jefferson University		46	Not listed	Not listed	
*Tufts University		46	If worked at institution between 90 days and 1 year: 1.4 weeks paid, up to 8 weeks unpaid; if worked >1 year, can receive up to 12 weeks paid	If worked at institution between 90 days and 1 year: 10 days paid, up to 8 weeks unpaid; if worked >1 year, can receive up to 12 weeks paid	
*University of California, Davis	39	10	6 weeks paid; 6 weeks partial pay	6 weeks paid; 6 weeks partial pay	California Family Rights Act
*** University of California, Irvine	46		6 weeks partial pay	6 weeks partial pay	California Family Rights Act
*University of California, Los Angeles	8	4	2 weeks paid, 6 weeks partial pay	2 weeks paid, 6 weeks partial pay	California Family Rights Act. Can add vacation or sick time
***University of California, San Diego	22	17	6 weeks partial pay	6 weeks partial pay	California Family Rights Act

*/***/University of California, San Francisco	5	2	2 weeks paid, 6 weeks partial pay	2 weeks paid, 6 weeks partial pay	California Family Rights Act
*University of Alabama	32	37	4 weeks paid	4 weeks paid	
**University of Cincinnati	44		Not Provided	Not Provided	
**University of Colorado	32	9	4 weeks unpaid	4 weeks unpaid	Can use up vacation and educational leave for payment
**University of Connecticut		46	16 weeks unpaid	16 weeks unpaid	Can use vacation or sick time to pay part; if two parents in same institution, restricted to 12 weeks per year each, or 16 weeks total in 24 months
**University of Florida	41		Not Provided	Not Provided	Can use vacation and sick time to pay for part
**University of Hawaii	41		16 weeks unpaid	16 weeks unpaid	Both state and federal FMLA apply: state protects 4 weeks, federal protects an additional 12 weeks, total of 16 weeks unpaid job protection. Vacation or sick time can pay for part. For state FMLA must work at

					institution for 6 months.
*University of Iowa	32	21	6 weeks paid via disability	0.7 weeks paid	
**University of Maryland	31	21	Not Provided	Not Provided	
*University of Massachusetts Worcester	46	14	6 weeks can be paid	6 weeks can be paid	Through a donated bank of sick time
**University of Miami	50		Not Provided	Not Provided	
*University of Minnesota	46	12	2 weeks paid, then 6 weeks unpaid	2 weeks paid	Must use up vacation, sick and PTO for paid 2 weeks
**University of Nebraska		18	Not Provided	Not Provided	
*University of New Mexico		20	2 weeks earned per contracted year, up to 6 weeks total	2 weeks earned per contracted year, up to 6 weeks total	
*University of North Carolina	23	1	3 weeks paid, up to 6 weeks with PTO	3 weeks paid, up to 6 weeks with PTO	Up to 6 weeks can be paid if all PTO is used, but only 3 total weeks is paid specifically for parental leave
*University of Chicago	18	39	4 weeks paid	Not provided	
*University of Michigan	15	7	6 weeks paid	2 weeks paternal or 6 if adoptive parent	
*University of Pennsylvania	6	8	6 weeks paid	6 weeks paid	
**University of Pittsburgh	14	14	Not Provided	Not Provided	Can use sick leave paid at 100%

***University Rochester	32	32	8 weeks; 10 weeks partial pay	8 weeks if primary caregiver; 10 weeks partial pay	New York State Paid Family Leave Law; Does not specify if 8 weeks is paid or unpaid, details in password protected document
*/***University Southern California	32		10 weeks disability paid; 6 weeks partial pay	6 weeks partial pay	California Family Rights Act
**University of Texas Southwestern	26	19	Not Provided	Not Provided	Can use vacation and sick time to pay for part
**University of Utah	41	26	Not Provided	Not Provided	
**University of Vermont		46	Not Provided	Not Provided	Can use vacation and sick time to pay for part
*University of Virginia	26	21	2.9 weeks paid	0.7 weeks paid	Considered 'exceptional leave:' Can use 2 weeks sick plus any annual vacation time
**University of Washington	11	3	Not Provided	Not Provided	
**University of Wisconsin, Madison	28	14	Not Provided	Not Provided	
**Vanderbilt University	17	32	Up to 4 months unpaid	Not Provided	
**Washington University in Saint Louis	8	10	Not Provided	Not Provided	Can use sick and vacation for pay

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*Yale University	11		10 weeks paid	6 weeks paid	
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*Paid leave offered

**Unpaid leave: FMLA or not specified as paid or unpaid

***State supported paid parental leave policy (California—California Family Rights Act, 6 weeks partial pay, 60-70% of salary; New York—New York State Paid Parental Leave Law, 8 weeks 50% pay and up to 12 weeks 67% pay by 2021)