

Magudia K, Ng TSC, Bick NG, Koster MA, Bay C, Rexrode KM, Smith SE, Weinstein DF. Parenting while in training: a comprehensive needs assessment of residents and fellows. *J Grad Med Educ.* 2020;12(2):162–167.

## **Supplemental Material**

The survey was developed by Kirti Magudia, Thomas Ng, Alex Bick and Megan Koster with input from the senior authors, Debra Weinstein and Stacy Smith. Survey items were informed by the literature and by a prior unpublished survey performed by Kirti Magudia at Weill Cornell Medical College, Memorial Sloan-Kettering Cancer Center and Rockefeller University.

# Partners Trainee Parent and Childcare Survey

Resident and Fellow parents and trainees planning on becoming parents face unique stresses and concerns.

We aim to survey all trainees regarding their attitudes towards and knowledge of parental leave policies, institutional childcare support and lactation support. We also hope to better understand the demographics of trainee parents and their needs during residency/fellowship.

There are 46 questions in this survey

## Overview

### [ ]To what extent do you agree with the following statements

Please choose the appropriate response for each item:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I feel that it is important for my institution to support trainees with children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that supporting trainees with families is important for trainee wellness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that trainees with children burden trainees without children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[ ]

### What is your gender?

\*

Please choose **only one** of the following:

- Female
- Male
- Other

[ ]

### Do you have children?

\*

Please choose **only one** of the following:

- Yes
- No

[ ]

### How many children do you have?

\*

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**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **only one** of the following:

- 1
- 2
- 3
- 4 or more

**[ ]What are the ages of your children?**

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **all** that apply:

- < 1 years old
- 1-2 years old
- 3-5 years old
- 6-12 years old
- 13-18 years old
- > 18 years old

**[ ]**

**When did you have or adopt your children? (Please check all that apply)**

\*

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **all** that apply:

- Before residency/fellowship training
- During residency/fellowship training

**[ ]**

**Do you plan to have or adopt children during residency or fellowship training?**

\*

Please choose **only one** of the following:

- Yes
- No
- Not sure

**[ ]To what extent have any of the following factors influenced your decisions about becoming a parent during residency or fellowship?**

**Only answer this question if the following conditions are met:**

Answer was 'No' at question '3 [children]' ( Do you have children? ) *and* Answer was 'No' at question '7 [childrenplan]' ( Do you plan to have or adopt children during residency or fellowship training? )

Please choose the appropriate response for each item:

	Not a factor	Minor factor	Major factor
Relationship status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance from extended family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial constraints	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Currently focused on career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discouraged by the lack of successful role models with children in my field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about work hour schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of access to affordable childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concern about parental leave policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about support for lactation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Childcare

[]

**Who takes care of your child(ren)? Click all that apply.**

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **all** that apply:

- Daycare that have agreements or are affiliated with your institution
- Daycare that are not affiliated with your institution
- Full time nanny (or nannies)
- Part time nanny (or nannies)
- Spouse
- Relative
- My children do not live with me
- My children do not require childcare
- Other:

[]

**How difficult was it to obtain or arrange for childcare?**

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **only one** of the following:

- Easy
- Neutral
- Difficult

For example, excessive waitlist times, childcare center hours are too limiting, searching for affordable options.

[]

**How much do you spend on childcare each month?**

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **only one** of the following:

- < \$1500
- \$1500 - 3000
- \$3000 - 4500
- > \$4500

Costs for day care or nannies. Inherent costs for spouse or relative to stay home.

[]

**Does your institution or program provide a financial subsidy for childcare?**

**Only answer this question if the following conditions are met:**  
 (([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

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Please choose **only one** of the following:

- Yes  
 No  
 Not sure

**[ ]**

**In the event that your current childcare is not available on a given day, what is your backup childcare plan?**

**Only answer this question if the following conditions are met:**  
 Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **all** that apply:

- Friend or family  
 Spouse  
 Nanny  
 Institution provided backup childcare centers  
 Online services (e.g. care.com)  
 No plan  
 Not applicable  
 Other:

**[ ]**

**Does your institution provide access to a backup childcare facility? (for occasional use)**

**Only answer this question if the following conditions are met:**  
 (([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Please choose **only one** of the following:

- Yes  
 No  
 Not sure

**[ ]**

**Does your institution provide access to a subsidized childcare facility? (for daily use)**

**Only answer this question if the following conditions are met:**  
 (([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Please choose **only one** of the following:

- Yes  
 No  
 Not sure

**[ ]Do you use the subsidized childcare facility? \***

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**Only answer this question if the following conditions are met:**

Answer was at question '9 [childcare]' ( Who takes care of your child(ren)? Click all that apply. ) and Answer was at question '9 [childcare]' ( Who takes care of your child(ren)? Click all that apply. ) and Answer was 'Yes' at question '15 [subsidizedFacility]' ( Does your institution provide access to a subsidized childcare facility? (for daily use) )

Please choose **only one** of the following:

- Yes
- No

**[ ]Why don't you use the subsidized childcare facility?**

**Only answer this question if the following conditions are met:**

Answer was at question '9 [childcare]' ( Who takes care of your child(ren)? Click all that apply. ) and Answer was at question '9 [childcare]' ( Who takes care of your child(ren)? Click all that apply. ) and Answer was 'Yes' at question '15 [subsidizedFacility]' ( Does your institution provide access to a subsidized childcare facility? (for daily use) ) and Answer was 'No' at question '16 [subsidizedFacilityUs]' ( Do you use the subsidized childcare facility?)

Please choose **all** that apply:

- Not interested in using an institutional childcare facility
- Not convenient to where I work
- Not convenient to where I live
- Opening hour is too late
- Closing hour is too early
- Unable to enroll my child because of a long waiting list
- Cost is too high
- Other:

**[ ]What time would your ideal childcare facility open?**

**Only answer this question if the following conditions are met:**

(([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Please choose **only one** of the following:

- 4:00 am
- 4:30 am
- 5:00 am
- 5:30 am
- 6:00 am
- 6:30 am
- 7:00 am
- 7:30 am
- 8:00 am
- 8:30 am
- 9:00 am
- 9:30 am

**[ ]What time would your ideal childcare facility close?**

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**Only answer this question if the following conditions are met:**  
(([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Please choose **only one** of the following:

- 4:00 pm
- 4:30 pm
- 5:00 pm
- 5:30 pm
- 6:00 pm
- 6:30 pm
- 7:00 pm
- 7:30 pm
- 8:00 pm
- 8:30 pm
- 9:00 pm
- 9:30 pm
- 10:00 pm

**[ ]Would your ideal childcare facility be open on the weekend?**

**Only answer this question if the following conditions are met:**  
(([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Please choose **only one** of the following:

- Yes
- No

**[ ]What would you pay (on a monthly basis) for your ideal childcare facility?**

**Only answer this question if the following conditions are met:**  
(([children.NAOK](#) != "A2")) or (([childrenplan.NAOK](#) != "A2"))

Only numbers may be entered in this field.

Please write your answer here:

**[ ]Compared to other places you have trained, how does Partners compare with respect to childcare? What suggestions for improvement do you have?**

**Only answer this question if the following conditions are met:**

Answer was 'No' at question '3 [children]' ( Do you have children? ) *and* Answer was 'No' at question '7 [childrenplan]' ( Do you plan to have or adopt children during residency or fellowship training? )

Please write your answer here:



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## Parental leave

Compared to other places you have trained, how does your current program's parental leave policies compare? What suggestions do you have for improvement?

[ ]

**Do you know where to find out about your program's parental leave policies?**

\*

Please choose **only one** of the following:

- Yes  
 No  
 Not sure

[ ]

**Do you know where to find out about your (primary) institution's parental leave policies?**

\*

Please choose **only one** of the following:

- Yes  
 No  
 Not sure

[ ]

**How much, if any, parental leave did you take as a resident/fellow around birth or adoption? (Number of weeks, not including vacation weeks)**

\*

**Only answer this question if the following conditions are met:**

Answer was at question '6 [childrenresidency]' ( When did you have or adopt your children? (Please check all that apply) )

Only numbers may be entered in this field.

Please write your answer here:

[ ]

**When did you take your parental leave?**

\*

**Only answer this question if the following conditions are met:**

Answer was greater than '0' at question '25 [parentalleavetaken]' ( How much, if any, parental leave did you take as a resident/fellow around birth or adoption? (Number of weeks, not including vacation weeks) )

Please choose **all** that apply:

- You took all your parental leave before your child was 2 months old  
 You took all your parental leave after your child was 2 months old

You split your parental leave to take place both before and after your child was 2 months old

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**[ ]**

**Were you satisfied with the length of your parental leave?**

\*

**Only answer this question if the following conditions are met:**

Answer was greater than '0' at question '25 [parentalleavetaken]' ( How much, if any, parental leave did you take as a resident/fellow around birth or adoption? (Number of weeks, not including vacation weeks) )

Please choose **only one** of the following:

- Strongly dissatisfied
- Neutral
- Somewhat dissatisfied
- Somewhat satisfied
- Extremely satisfied
- No opinion

**[ ] Compared to other institutions you have trained at, how do your current programs parental leave policies compare? What suggestions do you have for improvement?**

**Only answer this question if the following conditions are met:**

Answer was NOT 'No' at question '3 [children]' ( Do you have children? ) and Answer was NOT 'No' at question '7 [childrenplan]' ( Do you plan to have or adopt children during residency or fellowship training? )

Please write your answer here:

# Breastfeeding

Questions about breastfeeding perceptions and experiences

[ ]

**Are you currently breastfeeding or did you previously breastfeed an infant during training?**

\*

**Only answer this question if the following conditions are met:**

Answer was NOT 'Male' at question '2 [gender]' ( What is your gender? ) and Answer was 'Yes' at question '3 [children]' ( Do you have children? )

Please choose **only one** of the following:

- Yes
- No

[ ]

**Do you agree with this statement: in order to successfully pump while at work, I am/was supported by**

**Only answer this question if the following conditions are met:**

Answer was NOT 'Male' at question '2 [gender]' ( What is your gender? ) and Answer was 'Yes' at question '29 [breastfeedprior]' ( Are you currently breastfeeding or did you previously breastfeed an infant during training? )

Please choose the appropriate response for each item:

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion
Co-trainees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[ ]

**Do you agree with the following statements:** The lactation rooms at my institution are:

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '29 [breastfeedprior]' ( Are you currently breastfeeding or did you previously breastfeed an infant during training? )

Please choose the appropriate response for each item:

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion
Available when I need them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient in number	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conveniently located	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipped with a modern hospital grade pump	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipped with a sink	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipped with a refrigerator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipped with a workstation and phone so that I can continue working if desired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	No opinion
Organized to allow storage of pumping supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Optimal in temperature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Breastfeeding continued...

[]

**Do you plan to breastfeed an infant while a trainee (if you give birth during residency/fellowship)?**

\*

**Only answer this question if the following conditions are met:**

Answer was NOT 'Male' at question '2 [gender]' ( What is your gender? ) *and* Answer was NOT 'No' at question '7 [childrenplan]' ( Do you plan to have or adopt children during residency or fellowship training? ) *and* Answer was NOT 'Yes' at question '29 [breastfeedprior]' ( Are you currently breastfeeding or did you previously breastfeed an infant during training? )

Please choose **only one** of the following:

- Yes
- No
- Maybe

[]

**Compared to other places you have trained, how do you feel support for breast feeding in your current program compares? What could be done to improve the experience of trainees seeking to breastfeed?**

**If you stopped breastfeeding and pumping earlier than desired or planned, please share specifically why.**

**Only answer this question if the following conditions are met:**

Answer was NOT 'Male' at question '2 [gender]' ( What is your gender? )

Please write your answer here:

## Vital statistics

[ ]

**What is your age?**

\*

Please choose **only one** of the following:

- < 25 years old
- 25-29 years old
- 30-34 years old
- > 35 years old

[ ]

**What is your home institution?**

\*

Please choose **only one** of the following:

- BWH
- MGH
- Combined BWH/MGH program
- McLean Hospital
- Newton-Wellesley
- North Shore Medical Center
- Spaulding Rehabilitation
- Other

**[ ]Are you a resident or fellow? \***

Please choose **only one** of the following:

- Resident
- Fellow

[ ]

**What level of training are you?**

\*

Please choose **only one** of the following:

- PGY 1
- PGY 2
- PGY 3
- PGY 4

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- PGY 5
- PGY 6
- PGY 7
- PGY 8
- PGY 9 and above

**[ ]**

**What is your training specialty?**

Please choose **only one** of the following:

- Anesthesiology
- Dermatology
- Emergency Medicine
- Genetics
- General Surgery
- Internal Medicine
- Neurology
- Neurosurgery
- Ob/Gyn
- OMFS
- Orthopaedics
- Otolaryngology
- Pathology
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Preliminary/Transitional internship
- Psychiatry
- Radiation Oncology
- Radiology
- Thoracic Surgery
- Urology
- Prefer not to say
- Other

**[ ]**

**What is your relationship status?**

Please choose **only one** of the following:

- Single



- Married
- In a long term relationship
- Divorced

### **[ ] Is your partner in medicine?**

**Only answer this question if the following conditions are met:**

Answer was NOT 'Single' at question '39 [marital]' ( What is your relationship status? )

Please choose **only one** of the following:

- Yes
- No

### **[ ] Is your partner a Partners' trainee (resident or fellow)?**

**Only answer this question if the following conditions are met:**

Answer was NOT 'Single' at question '39 [marital]' ( What is your relationship status? ) *and* Answer was 'Yes' at question '40 [spousemed]' (Is your partner in medicine?)

Please choose **only one** of the following:

- Yes
- No

### **[ ]**

**What is your total family income (Before tax, yourself and your partner [if applicable])?**

Please choose **only one** of the following:

- < \$85 000
- \$85 000 - 150 000
- > \$150 000

### **[ ]**

**Do you currently have student loans/debt that you are paying off?**

Please choose **only one** of the following:

- Yes
- No

### **[ ]**

**How much student debt do you have?**

**Only answer this question if the following conditions are met:**

Answer was 'Yes' at question '43 [loans]' ( Do you currently have student loans/debt that you are paying off? )

Please choose **only one** of the following:

- < \$50 000
- \$50 000 - 100 000
- > \$ 100 000

### **[ ]**

**What is your financial situation?**

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Please choose **only one** of the following:

- Living comfortably
- Just making ends meet
- Getting by with help from friends and family
- Incurring significant debt

## Comments

**[ ] Please provide any other comments, insights or suggestions that you have regarding parenting while in training. Overall how does your current program compare to elsewhere? What could Partners be doing better to facilitate the experience of trainees with children?**

Please write your answer here:

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Submit your survey.

Thank you for completing this survey.

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## Supplemental Material

### SUPPLEMENTAL TABLE 1

Full Breakdown of Respondent Training Year and Specialty with Comparison to Overall Partners GME Population (as of March 15, 2017). Salary is standard across all specialties.

<u>Variable</u>	<u>Total Survey Respondents (Percentage)</u>	<u>Percentage of all Partners GME Trainees</u>
<i><b>PGY year (salary) [n=517]</b></i>		
1 (\$63k)	109 (21.1%)	18.0%
2 (\$66k)	86 (16.6%)	18.0%
3 (\$69k)	84 (16.2%)	18.6%
4 (\$72k)	74 (14.3%)	16.7%
5 (\$75k)	74 (14.3%)	15.3%
6 (\$76.5k)	52 (10.1%)	8.8%
7 (\$83k)	21 (4.1%)	3.4%
8 (\$87k)	10 (1.9%)	0.8%
9+ (\$87k)	7 (1.4%)	0.5%
<i><b>Specialty [n=497]</b></i>		
Anesthesiology	34 (6.8%)	9.9%
Dermatology	6 (1.2%)	1.6%
Emergency Medicine	12 (2.4%)	3.4%
General Surgery	28 (5.6%)	7.6%
Internal Medicine	144 (29.0%)	30.9%
Neurology	29 (5.8%)	4.9%
Neurosurgery	3 (0.6%)	1.9%
Ob/Gyn	32 (6.4%)	3.1%
OMFS	2 (0.4%)	1.0%
Orthopedics	7 (1.4%)	4.3%
Pathology	22 (4.4%)	5.0%
Pediatrics	26 (5.2%)	3.1%
Physical Medicine and Rehabilitation	3 (0.6%)	1.1%
Plastic Surgery	2 (0.4%)	1.3%
Preliminary/Transitional Internship	3 (0.6%)	0.4%
Psychiatry	43 (8.7%)	8.1%
Radiation Oncology	2 (0.4%)	1.6%
Radiology	38 (7.6%)	7.6%
Thoracic Surgery	7 (1.4%)	1.4%
Urology	2 (0.4%)	1.2%
Other	37 (7.4%)	N/A
Prefer not to say	15 (3.0%)	N/A

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**SUPPLEMENTAL TABLE 2**

**Reasons Contributing to Decision not to Have Children During Training**

<b>Variable</b>	<b>Total (Percentage)</b>
<i>For those not planning on having/adopting children, which major factors influenced this decision</i>	
Concerns about work hour schedule [ <b>n = 92</b> ]	79 (85.9%)
Currently focused on career [ <b>n = 91</b> ]	78 (85.7%)
Financial constraints [ <b>n = 92</b> ]	66 (71.7%)
Lack of access to affordable childcare [ <b>n = 92</b> ]	61 (66.3%)
Relationship status [ <b>n = 92</b> ]	58 (63.0%)
Distance from extended family [ <b>n = 91</b> ]	42 (46.1%)
Concerns about parental leave policies [ <b>n = 92</b> ]	39 (42.4%)
Discouraged by lack of successful role models with children in my field [ <b>n = 92</b> ]	18 (19.6%)
Concerns about support for lactation [ <b>n = 92</b> ]	12 (13.0%)

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**SUPPLEMENTAL TABLE 3**

Comparisons for Agreement that Institutions Should Support Trainee-Parents

<b>Group</b>	<b>Agreed more or less</b>	<b>Mean ± standard error/mean ranks</b>	<b>P Value</b>
Trainee-parents	more	4.8±0.04/305.5 for parents vs. 4.7±0.03/279.2 for others, U = 33494	.008
Partnered	more	4.8±0.03/260.7 for partnered respondents vs. 4.5±0.1/220.0 for others, U = 12152	.002
Women	more	4.8±0.03/296.7 for women vs. 4.7±0.04/274.6 for others, U = 36402	.02
Those not planning to have children during training	less	4.7±0.04/271.3 vs. 4.8±0.03/303.4 for others, U = 36660	< .001

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**SUPPLEMENTAL TABLE 4**

Supplementary Parental Leave Related Survey Results

<b>Variable</b>	<b>Total (Percentage) or Mean (SD)</b>
<b>Do you know where to find your program’s parental leave policy? [n = 537]</b>	
Yes	200 (37.2%)
No	190 (35.4%)
Not sure	147 (27.4%)
<b>Do you know where to find your institution’s parental leave policy? [n = 537]</b>	
Yes	170 (31.7%)
No	209 (38.9%)
Not sure	158 (29.4%)
<b>Satisfied with length of leave? (5 point Likert scale with 1 being strongly dissatisfied and 5 being extremely satisfied)</b>	<b>Mean (SD)</b>
Overall [n = 159]	3.4 (1.4)
Female [n = 85]	3.2 (1.5)
Male [n = 74]	2.9 (1.3)
Resident [n = 88]	3.0 (1.4)
Fellow [n = 63]	3.2 (1.4)
Surgical trainee [n = 19]	3.1 (1.5)
Nonsurgical trainee [n = 140]	3.2 (1.4)

Note: No difference in satisfaction with parental leave was noted based on gender ( $P = .35$ ), residents versus fellows ( $P = .35$ ) or surgical vs nonsurgical specialty ( $P = .23$ ).



Magudia K, Ng TSC, Bick NG, Koster MA, Bay C, Rexrode KM, Smith SE, Weinstein DF. Parenting while in training: a comprehensive needs assessment of residents and fellows. *J Grad Med Educ.* 2020;12(2):162–167.

**SUPPLEMENTAL TABLE 5**

Supplementary Lactation Related Survey Results

<b>Variable</b>	<b>Total (Percentage)</b>
<b>In order to successfully pump at work, I am/was supported by:</b>	
Co-trainees [n = 80]	56 (70.0)
Faculty [n = 80]	54 (67.5)
Program administration [n = 81]	49 (60.5)

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**SUPPLEMENTAL TABLE 6**

**Supplemental Childcare Related Survey Results**

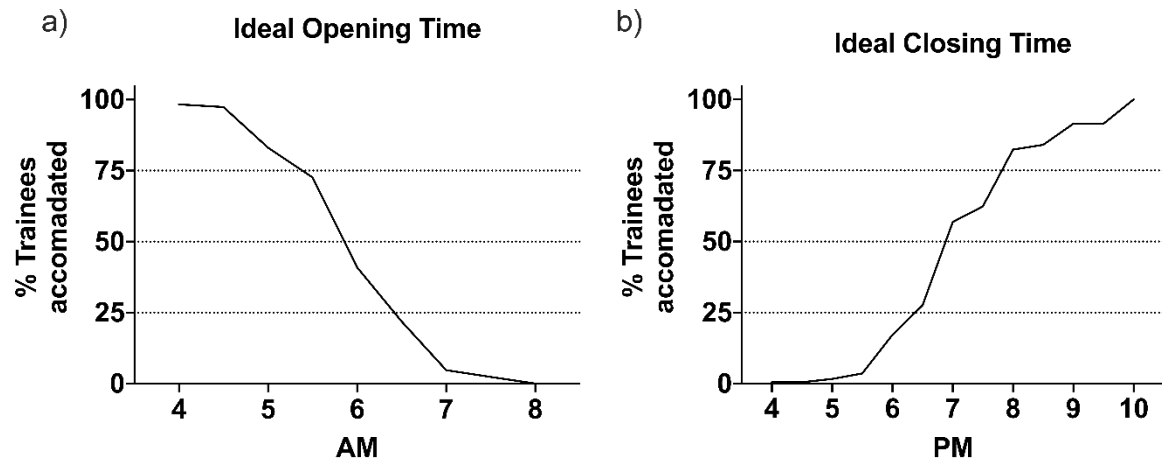
<b>Variable</b>	<b>Total (Percentage)</b>
<b>Difficulty arranging childcare [n = 187]</b>	
Difficult	117 (62.6)
Neutral	56 (29.9)
Easy	14 (7.5)
<b>Sources of childcare (nonexclusive) [n = 190]</b>	
Daycare that have agreements or are affiliated with your institution	18 (9.5)
Daycare that are not affiliated with your institution	91 (47.9)
Full time nanny (or nannies)	44 (23.2)
Part time nanny (or nannies)	21 (11.1)
Spouse	85 (44.7)
Relative	50 (26.3)
<b>Why not using affiliated daycare? (nonexclusive) [n = 43]</b>	
Unable to enroll my child because of a long waiting list	22 (51.2)
Not convenient to where I live	20 (46.5)
Not convenient to where I work	17 (39.5)
Closing hour is too early	12 (27.9)
Opening hour is too late	11 (25.6)
Cost is too high	5 (11.6)
Not interested	0 (0.0)
<b>Absolute monthly cost [n = 186]</b>	
<\$1500	36 (19.4)
\$1500-3000	89 (47.8)
\$3000-4500	41 (22.0)
>\$4500	20 (10.8)
<b>Ideal childcare cost (\$/month) [n = 186]</b>	1637 (86)
<b>Ideal daycare includes weekend hours [n = 421]</b>	315 (74.8)
<b>Backup childcare plan (nonexclusive) [n = 190]</b>	
Family or friend	61 (32.1)
Spouse	97 (51.1)
Nanny/babysitter	21 (11.1)
Institution provided backup childcare centers	54 (28.4)
Online services (care.com)	29 (15.3)
Other (primarily the respondent staying home from work)	14 (7.4)
<b>Do you have an institution or program sponsored financial subsidy? [n = 430]</b>	
Yes	12 (2.8)
No	199 (46.3)
Not sure	219 (50.9)

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<b><i>Does your institution have a subsidized childcare facility? [n = 430]</i></b>	
Yes	49 (11.4)
No	146 (34.0)
Not sure	235 (54.7)
<b><i>Does your institution have an affiliated backup childcare facility? [n = 428]</i></b>	
Yes	206 (48.1)
No	38 (8.9)
Not sure	184 (43.0)

**SUPPLEMENTAL FIGURE 1**

**Ideal Daycare Hours**



Note: Cumulative percentage curves depicting ideal opening a) and closing b) hours that would accommodate trainees.

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**SUPPLEMENTAL TABLE 7**

**Participant Financial Characteristics**

<b>Variable</b>	<b>Total (%)</b>		
		<i>Trainee-parents</i>	<i>Non-parents</i>
<b><i>Annual gross family income [n = 506]</i></b>			
< \$85K	138 (27.3)	79 (18)	59 (89.4)
\$85K–\$150K	222 (43.9)	218 (49.5)	4 (6.1)
> \$150K	146 (28.9)	143 (32.5)	3 (4.5)
<b><i>Financial Situation [n = 512]</i></b>			
Living comfortably	224 (43.8)	162 (47.8)	62 (35.8)
Just making ends meet	196 (38.4)	132 (38.9)	64 (37)
Requiring assistance from family/friends	68 (13.3)	36 (10.6)	32 (18.5)
Incurring significant debt	24 (4.7)	9 (2.7)	15 (8.9)
<b><i>Student loans [n = 509]</i></b>			
Yes	334 (65.6)	295 (66.4)	39 (60)
No	175(34.4)	149 (33.6)	26 (40)
<b><i>Student loan debt [n = 331]</i></b>			
<\$50K	48 (14.5)	19 (18.4)	29 (12.7)
\$50K-\$100K	64 (19.3)	17 (16.5)	47 (20.6)
>\$100K	219 (66.2)	67 (65)	152 (66.7)

Note: Trainee-parents reported a significantly higher household income vs. non-parents ( $P < .001$ ), but no significant difference in student loan debt was noted. More trainee-parents, and single trainees, endorsed subjective financial strain ( $P = .02$ ).