Discussion and Next steps

This hypothesis generating study suggests that length of maternity leave:
• Is primarily driven by direct financial factors, such as a partner with a stable income, and indirect financial factors such as the anticipated income that is lost by starting a fellowship or job later than expected.
• Is influenced by concerns for disrupting the training environment – which could explain why programs with male majorities had nearly 2 week longer maternity leaves.
• Is directly proportional to positive well-being outcomes.

A multicenter study is currently underway to further explore these hypotheses.