Family Leave

• As dual career considerations are critical to the hiring process, family leave is critical to retention
• Beginning a family pre- and/or post-tenure
• Making resources available
  – The UWME Department provided
    • 2 release quarters (maternity leave +1)
    • flexibility and personal support
  – ADVANCE provided
    • funding for 1 summer month
    • support for the summer for a student
    • mentoring
• Issues
  – Managing a newborn
  – Day care
  – Day care