

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
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