

What Are Your University's Best Practices for Creating a Family Friendly University?

LEAVES

- Paid maternal disability leave or active service modified duties for mothers (usually 1-2 semesters of teaching relief)
- Active service modified duties for fathers (usually one semester of teaching relief)
- Parental leave (typically one semester for men as well as women)
- Centralized funding for maternity and parental leaves

STOP-THE-CLOCK

- Stop-the-clock policy for mothers, triggered automatically (unless people opt out)
- Stop-the-clock policy for fathers, triggered automatically (unless people opt out)

DUAL CAREER SUPPORT

- Establish dual career protocol
- Specific university official employee to help with dual career hiring
- Provide centralized funding to help departments fund positions for second hires

PART TIME TENURE TRACK

- Pre-tenure
- Post-tenure

CHILDCARE

- Childcare center, with space for infants
- Secure childcare positions for recruitment purposes
- Offer dependent care travel grant
- Emergency childcare

MISCELLANEOUS

- Adoption expenses
- Lactation rooms

Describe initiatives or best practices that your university has instituted.

What initiative/s would you most like to see at your university?