

Prepare Your Personal Life

Domestic Responsibilities

- How are home-based responsibilities currently shared?
- What are your expectations for how this will shift once a baby arrives? Have you spoken with others about these expectations?
- What work can be outsourced (e.g. grocery shopping, laundry, cleaning, transport)? What can you afford to outsource?

Communities of Support

- What support communities exist around you? (e.g. family, friends, religious or social groups)
- How can you build a support community, especially as a first-time parent?

Childcare

- How do you intend to manage childcare when you return to work?
- What factors impact childcare decisions?
- How will childcare responsibilities be divided?
- What are your institutional regular and emergency childcare options and/or benefits?
- Have you spoken with your institution's benefits officer?
- What are your colleagues' experiences with nannies/nanny shares, au pairs, day cares, etc.?

Prepare Your Professional Life

Review Applicable Institutional Policies

- Do you meet your institutional requirements for taking leave? (e.g. have you been employed there for a year, worked a certain number of hours)?
- If your institution does not offer paid parental leave benefits, what other options exist for taking leave? (i.e. disability, paid sick or medical leave, paid vacation, unpaid leave)?
- How much notice are you required to give prior to taking leave?
- How will your insurance premiums be affected by taking leave? Will you maintain your other benefits while on leave?

Speak to Your Program Director And/Or Department Chair

- Is there an arrangement to cover your clinical and/or administrative responsibilities while you are on leave?
- How does taking leave impact your compensation package?
- If you are in training, how will taking leave impact your training requirements?
- Are there strategies around continued training opportunities during parental leave?
- How will you and your institution manage any complications (i.e. bed rest, pre-term labor, etc.)?
- Are there flexible options to return to work gradually if needed?
- If you choose to/are able to breastfeed, what policies/support does your institution offer? (i.e. pumping breaks, lactation room, etc.)