

Parental Accommodation – Full time student with full time funding assistantship or fellowship

Eligibility:

Both parents are eligible and time may be taken jointly or sequentially. Both leaves must be taken within 6 months of childbirth or adoption.

Must have been full time student in the prior semester and be in good academic standing (GPA 3.0 or above).

Must have been funded as a full time assistant or fellow and successfully completed duties for the immediately prior semester (fall or spring) to qualify for parental accommodation.

Must notify Graduate College and home department 90 days in advance of Parental Accommodation start (with contingencies for unexpected change).

Must not have had a parental accommodation within the prior 12 months.

Note: Graduate Executive Committee supports the premise that all students funded with assistantships or fellowships have 7 weeks paid parental accommodation and suggests UVM payer should pay for this for UVM-funded students and make up the difference for externally funded sources that don't allow 7 weeks. What's presented here is less ambitious.

Accommodation

Student will be approved to have "full time status" with reduced credit load of 5 or more credits to be eligible for their assistantship. Reduced credit load is allowed for semester of birth or adoption and for the following semester.

One week paid childbirth or adoption accommodation will be provided.

Six weeks unpaid leave from academic and assistantship responsibilities.

Students on 12 month assistantships may use their two weeks paid time off to receive two weeks' pay during this time.

Students on 9 month assistantships may use their one week paid time off to receive one week pay during this time.

University payer of stipend for general fund assistantships responsible for hiring/paying for replacement during the accommodation as needed.

Unless prohibited by the external funding source, payment of paid leave is by the same external funding source.

If funding source allows, will be paid for 7 weeks: one week childbirth or adoption accommodation and 6 weeks parental leave, up to the maximum the source allows.

Academic:

Student Services Specialist in the Graduate College will work with the student and faculty to determine the best academic approach, which will vary depending on time of expected birth or adoption and where they are in the progression of their program.

Incomplete grades may be used as needed to span the 7 weeks hiatus from academic work. GRAD 901 or 902 may be used to maintain a minimum enrollment of 5 credits (incompletes may be given for these continuous enrollment designations).

Students will maintain eligibility for UVM student health insurance and utilization of Center for Health and Well-being.