

Parental Accommodation for Graduate Students

Process:

All components managed by the Graduate College. Request accommodation from the Dean of the Graduate College (or designee) 90 days prior to expected birth/adoption (with contingencies for unexpected change). Both parents eligible.

Academic Accommodation:

- Student Services Specialists 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).
- Student may be approved to have "full time status" equivalency with reduced credit load of 5 or more credits. Reduced credit load is allowed for semester of birth or adoption and for the following semester.

Graduate Teaching Assistant (GTA) /Graduate Research Assistant (GRA)/Graduate Advisor (GA) /Predoctoral Fellow Parental Accommodation – paid time off for full time student with full time funding assistantship or fellowship:

Eligibility:

- Both parents are eligible and time may be taken jointly or sequentially. Paid accommodations must be taken within 6 months of childbirth or adoption.
- Student's appointment letter must indicate that funding was expected for the term of the accommodation.
- Student must have been full time student in the prior semester and be in good academic standing (GPA 3.0 or above).
- Student 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.
- Student must not have had a parental accommodation within the prior 12 months.

Accommodation:

- Student will be approved to have "full time status" equivalency with reduced credit load of 5 or more credits to meet full time status eligibility requirement for their assistantship or fellowship. Reduced credit load is allowed for semester of birth or adoption and for the following semester.
- Students will maintain eligibility for UVM student health insurance and utilization of Center for Health and Well Being with 5 credit enrollment.
- One week of paid childbirth or adoption accommodation and six weeks parental leave will be provided (7 weeks total).

- Students on 12-month assistantships must use their two weeks paid time off as part of the 7 weeks paid parental accommodation.
- Students on 9-month assistantships must use their one week paid time off as part of the 7 weeks paid parental accommodation.

Funding source for paid time off:

- For externally funded GRAs and predoctoral fellows, unless prohibited by the external funding source or gift account, payment of paid parental and childbirth/adoption accommodation is by the same external funding source funding the student's position.
 - If funding source allows, that source will fund the paid accommodation of 7 weeks or up to the maximum the source allows if less than 7 weeks.
 - UVM general fund from the Responsibility Center housing the student's graduate program will supplement external funding if less than 7 weeks is allowed by the source, or fund all of the accommodation if external source does not allow funding for the accommodation.
- For internally funded GTAs, GRAs and GAs, payment of paid parental and childbirth/adoption accommodation is by the entity* paying the stipend from the general fund or gift account. That entity is also responsible for hiring/paying for replacement during the accommodation as needed to meet teaching or administrative needs of the student's position.

* Depending on the student's assistantship, the entity could be an Academic unit, the Division of Student Affairs, the Office of the Provost or an Administrative Support Center. If the entity is an academic unit the funding will come from the Dean's Office of the Responsibility Center housing the student's graduate program, not the department or program level.