

Funding for Graduate Assistants, Predocs, and Postdocs in Connection with the Arrival of New Children

(Revised July 2013)
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Background

An increasing number of graduate assistant, predoctoral, and postdoctoral appointees are beginning families during their appointment periods. Faculty mentors, departmental and college administrators have voiced a strong need to provide short-term funding for a reasonable period following the arrival of children to provide an environment that is supportive of all stakeholders. Short-term funding is particularly important in the case of graduate assistants, predocs, and postdocs because of the typically short appointment periods, as well as the short term, goal-oriented nature of the projects that typically fund their appointments.

Intent

1. Provide short term funding for up to twelve weeks to temporarily replace the normal mission-oriented funding for all graduate assistants, predocs, and postdocs who will be a new parent, preceding or following the birth or adoption of a child. In two-parent families, either parent is eligible if they hold a current appointment as a GA, predoc, or postdoc, however the maximum leave per family per child is twelve weeks.
2. Funding will be limited to a total of twelve weeks but may be shared by two parents if both are a graduate assistant, predoc, or postdoc (for example, six weeks each). Leaves may be concurrent or sequential.
3. The maximum period of short term funding will be for twelve weeks at the stipend rate of the new parent. If two parents split the twelve weeks, each will be paid at their current stipend rate.
4. In two-parent families where both members are a GA, predoc, or postdoc, either member of the couple may request the period of bridge funding desired. If the couple wishes to split the twelve weeks, each must complete a separate form, with a note indicating that the leave will be split with the other parent, and naming the partner and his or her department and college.
5. All graduate assistants, predocs, and postdocs who can document their

status as a new parent who resides with the newly-arrived child will be eligible for short- term funding, regardless of their stipend funding source.

6. Graduate assistants, predocs, and postdocs shall be allowed to return to their original appointment, according to the terms of their original appointment, following the bridge funding period.

Funding Source

The bridge funding will be provided by an equal match from the Graduate College and the academic home college of the graduate assistant or by an equal match from the Graduate College and home academic college or equivalent employing unit of the predoc or postdoc.