



The University of Texas at Austin McCombs School of Business

McCombs Doctoral Student Parental Accommodation Policy

In the cases of childbirth or adoption, the McCombs School of Business provides four types of accommodations for qualifying doctoral students. These accommodations are available to full-time enrolled McCombs School of Business doctoral students (enrolled for at least nine credit hours each long semester and three hours in the summer) who are in good academic standing. The accommodations are available to students who experience a childbirth (either who give birth or whose spouse or partner gives birth) or who adopt a child. It is the responsibility of the doctoral student anticipating a birth or adoption to inform his or her graduate adviser and research supervisor of any anticipated accommodation needs as early as possible, preferably at least 4 months advance notice, and complete a Parental Accommodation Form for Doctoral Student Parents.

1. Academic Accommodation

Eligible students are allowed a one-semester extension of the academic milestones required to fulfill the requirements of their degree. The extension includes coursework, qualifying exams, committee meetings, presentations, and any other required academic responsibilities. The extension may be taken either during or immediately following the semester in which the student's child is born or adopted. After an accommodation period, students are expected to resume progress towards degree completion.

2. Teaching Assistant (TA) Accommodations

New parents may request to be appointed to TA positions whose duties can be done in flexible environments and on flexible schedules. Flexibility regarding the distribution of specific TA duties within a semester is strongly encouraged for supervisors of students anticipating the birth or adoption of a child. The student and graduate adviser (or other supervisor) should agree to review these TA duties on a periodic schedule to ensure that work is being completed in a timely and satisfactory manner.

3. Graduate Research Assistant (GRA) Accommodations

Some graduate students may be able to carry out modified research duties following the birth or adoption of a child – thereby continuing progress towards the goals of their research, meeting the requirements of the external funding agency, and remaining in compliance for reporting effort on federal grants, if applicable. (Modified duties may include: scholarly research and literature compilations, data processing and analysis, scientific writing, or preparation of other scientific communication materials. Students should check with their program's graduate adviser and graduate coordinator for information and discuss the feasibility of an accommodation with their supervising professor.

4. Parental Leave

In some cases, a complete break from all employment responsibilities may be most appropriate for new doctoral student parents (Authorization for Leave of Absence). Benefits-eligible



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graduate student employees who continue to meet eligibility requirements are entitled to Parental Leave of up to twelve weeks following the birth of a child or an adoption or foster-care placement of a child under age three. This leave is unpaid, and –unless the student qualifies for leave under the federal Family and Medical Leave act (FMLA) – employee health insurance premium sharing is unavailable for any full month of leave (see the Human Resources Parental Leave webpage). Please see your department’s graduate adviser or graduate coordinator, for assistance.

Application Requirements

After consulting with their supervising professor, students must submit the Parental Accommodation Form for Doctoral Student Parents to their graduate advisor with final approval from the Associate Dean for Research.

Notes

As with all academic employee appointments, future financial support is contingent upon satisfactory academic progress as defined by the student’s GSC, and satisfactory job performance as defined by the employing unit.

International students may have to satisfy additional obligations in provisions 2-4 above, and are strongly encouraged to consult in advance with the International Office about possible visa implications.

In the event that a student’s request for accommodation is denied, the student may appeal to the Senior Associate Dean of the McCombs School of Business, who will consider the appeal in coordination with the McCombs School of Business’ Human Resources staff.

If medical conditions indicate that additional accommodations may be necessary, students should contact Services for Students with Disabilities and the Office for Inclusion and Equity to determine what additional accommodations are reasonable.