Parental Leave Policy for Graduate Students: Two Options

Option #1:

**Leaves of Absence**

Students who wish to discontinue their studies for one or more semesters may request a leave of absence from the department’s Director of Graduate Studies, which may be granted subject to the approval of the Dean of the Graduate School in the following circumstances:

1. Leaves of absence will generally be granted and reviewed on a yearly basis for reasons relating to illness, military service, pregnancy and/or child care, or residence outside the state of Utah.
2. Leaves may also be granted and reviewed on a yearly basis to students who, in the judgment of the Director of Graduate Studies, are engaged in work considered beneficial to their academic goals, such as temporary teaching or professional positions or employment which will ultimately allow the student to complete the degree.
3. Leaves for other reasons may be granted and reviewed on a yearly basis when the Director of Graduate Studies believes the leave is in the best interest of both the student and the University.

While on a leave of absence, a student may continue to get health care coverage through the Graduate School.

Option #2:

The Department/College provides up to twelve (12) weeks of parental leave to graduate students in good standing in the Ph.D. track, provided that they have not yet defended their Ph.D dissertation. Ordinarily this twelve week period will begin with the birth date of the child but adjustment may be made to accommodate any issues that arise before the birth of a child. In some circumstances, men who are the primary caregiver within the family may qualify and may petition the chair for such consideration. Students who qualify for this leave will be paid at their normal rate. Such additional medical complications arise that require longer term medical care, student should seek a leave under the policy for graduate student leaves.