

PARENTAL LEAVE POLICY

The School of Biological Sciences generally adheres to the Parental Leave Policy adopted by the University of Utah Graduate School. It is important that students considering Parental Leaves of Absence familiarize themselves with those policies before proceeding further ([click here](#)).

A graduate student is eligible for a Parental Leave of Absence if the graduate student has been matriculated in a graduate program degree for a least one semester, has not yet defended their dissertation, and is otherwise in good standing within their degree program at the time the Parental Leave of Absence is taken.

An eligible Graduate Student may take a Parental Leave of Absence from a Graduate Degree Program for up to eight consecutive weeks following a child's birth, adoption, or foster placement. Students who qualify for paid parental leave will receive their normal pay and benefits during their leave. Students may also apply for an additional four weeks of leave without pay, should they so choose.

A graduate student eligible for paid Parental Leave of Absence may take a single Parental Leave of Absence for each birth, adoption, or foster placement and is eligible to take up to a maximum of two paid total Parental Leaves of Absence during the duration of their graduate degree program. Alternatively, the eligible graduate student may choose to take a single unpaid Parental Leave of Absence for each birth, adoption, or foster placement, in lieu of, or in excess of, the above provided paid Parental Leaves of Absence. A graduate student not eligible for paid Parental Leave of Absence may take a single Parental Leave of Absence for each birth, adoption, or foster placement, without limits on the number of births, adoptions, or foster placements, during the duration of their graduate degree program.

If the child's parents are both eligible University of Utah employees, postdoctoral fellows, or graduate students, both parents may be entitled to a University of Utah sponsored leave of absence according to their eligibility requirements and terms of the relevant University of Utah policy.

A graduate student who intends to take a Parental Leave of Absence shall notify the graduate student's Advisor and Graduate Program Director at least 90-days before the anticipated birth or as soon as reasonably possible before adoption or foster placement for which the graduate student intends to take a Parental Leave of Absence. This allows the School of Biological Sciences and student to plan for the student's absence and ensure a seamless transfer of responsibilities. Although no conflicts are anticipated, this policy may be superseded by an external funding agency.