

## Parental Leave Policy – Dedman College – Effective Spring 2012

Parental Leave: Dedman College recognizes that many graduate students will be enrolled during childbearing years. While SMU does not yet have a formal Parental Leave Policy, Dedman College adopts the following policy.

Dedman College recognizes the needs of graduate students who become parents. If requested (see attached form), each Department in the College will make accommodations to the course of study following the birth or adoption of a child. These accommodations include allowing a student to take a leave of absence from her/his Dedman graduate program for at most one academic year depending on the timing of the birth and/or complications. Any exams and program (departmental, college, or university) deadlines will be postponed and/or extended for the period of the leave.

The following benefits are available but for only one parental leave. Students whose support comes from SMU through a stipend are not guaranteed support for the period of the leave but the health and insurance benefits will be continued. Stipendary support from the College is guaranteed upon return as long as the student verifies his/her return date at least 6 months prior to re-entering the program. Students whose support comes from a research grant are not guaranteed continued support while on leave or support from the grant when they return. However, students returning after a parental leave whose research support is no longer available are guaranteed stipendary support from the College as long as the student verifies his/her return date at least 6 months prior to re-entering the program. Students on research grant support should note, if possible, on the leave form whether or not this research support will be available when they return. The College agrees to cover the health and insurance benefits during this leave. The leave time will not count against the total stipend time period.

Individual Dedman Departments may have their own Parental Leave Policy but it must not be more restrictive than the Dedman College Parental Leave Policy.