Proposal for a Graduate Student Family Friendly Policy at Michigan Tech

Purpose: This proposal addresses two current needs for graduate students at Michigan Tech. The first is to acknowledge and contribute to attracting and retaining qualified graduate students by understanding the need for some assistance and/or accommodation during pregnancy and early child care responsibilities. The second is to assist the funding party (principal investigator, professor, Center, Department) during the time the individual is unable to perform graduate research assistant duties vital to the function of a project or to perform teaching assistant responsibilities.

Eligibility: This policy applies only to graduate students enrolled full-time at Michigan Technological University and who hold academic standing at the satisfactory level (average grade of B, P or above). The student must have completed at least one full-time semester at Michigan Tech to become eligible.

International Students: International graduate students who are attending Michigan Tech full-time with a student visa or exchange visitor visa are encouraged to consult with the International Programs and Services office about their plans during the accommodation period to assure compliance with immigration regulations.

Part 1: Maternal/Paternal/Adoption Accommodation

The period of leave will extend to no more than 6 weeks following the birth of a child or adoption of a child under the age of 4 years (for which the graduate student has parental responsibility). In the event of multiple births or adoptions the period remains at 6 weeks accommodation total. During this 6-week period the graduate student will continue to be enrolled as a full-time student and continue to pay tuition. The 6-week period may not be split and if both parents are enrolled as graduate students only one may take a 6-week
to cover teaching duties. Tuition costs will not be reimbursed by the Fund since the accommodation period is limited to 6 weeks.

b) Graduate Fellowships
   Graduate students supported by Michigan Tech fellowships will not experience any change in funding arrangement during the Parental Accommodation period. Those students supported by an externally funded fellowship must adhere to rules of that granting agency with regard to absences from research and academic work.

c) Graduate Instructors or Staff Assistants
   Graduate Student Instructors or Assistants are subject to the terms of employment covered by their contract with Michigan Tech and should contact the Human Resources office for more information.

d) Graduate Students without Financial Support
   Graduate students who are not supported from the University or other supporting agency are eligible for the Parental Accommodation for the same 6-week time period, but are not entitled to receive funding from the Graduate Student Parental Accommodation Fund.


For student:
1) Graduate Student Parental Accommodation Extension to Degree Request

2) Graduate Student Parental Accommodation Fund Request Graduate Fellowship.

For Department chair, Principal Investigator,
3) Graduate Student Parental Accommodation Fund Request GRA or GTA