

Notes from chemistry dept email:

- 1) "We pay using gift funds to the Department. A few people donate explicitly for this purpose, not enough to cover all expenses, but it shows this policy is important to some donors."
- 2) "Students will approach either the PI or Payroll or me first, and we go from there. The Department simply switches the funding for the twelve or six weeks the student chooses, to a Department account."
- 3) "We extend 12 weeks of leave to expectant mothers. We don't say this, but Legal classifies this as 6 weeks of medical leave and 6 weeks of bonding leave. This allows us to extend 6 weeks of bonding leave to any new parent - father, adoptive mother or father. "
- 4) "Only 1 or so a year on average need to be supported in this way, from our population of maybe 300 grad students and 40 postdocs."

A.15 Childbirth Accommodation Policy

(May 2006)

The goal of our Childbirth Accommodation Policy is to encourage more women to complete their PhD or postdoctoral research in the Department of Chemistry at Wisconsin and to provide a climate of support for women who chose to combine family initiation with their chemical education. The policy is designed to help new parents adequately care for their new-born by helping reduce academic and financial hardships.

The Chemistry Department will provide the graduate student mother with 12 weeks of paid accommodation time for childbirth. All academic requirement deadlines will be extended by a semester for the new mother. The policy seeks to maintain the student status of the new mother to assure continuation of health insurance and visa status, but it is not clear how this is to be accomplished within the university personnel system. The student must apply for the 12 weeks of paid accommodation time,

Similarly, the Chemistry Department will provide a postdoctoral researcher mother with 12 weeks of paid accommodation time for childbirth in a manner designed to assure continuation of health insurance and visa status, but it is not clear how this is to be accomplished within the university personnel system. The postdoctoral researcher must apply for the 12 weeks of paid accommodation time.

To adequately plan, the expectant mother should apply for the leave 6 months prior to the expected birth. The leave will ordinarily begin at the time of birth, but other proposals will be considered. There should be some flexibility to take some of the accommodation time on a part time basis (for example, 8 weeks full time and 8 weeks half time).

In the case of adoptions, the Chemistry Department will provide the primary caregiver (male or female) 12 weeks of paid Family Addition Accommodation. The policy seeks to maintain the student status of the new caregiver to assure continuation of health insurance and visa status, but it is not clear how this is to be accomplished within the university personnel system. All academic requirement deadlines will be extended by a semester for the new caregiver.

Graduate students whose spouse or partner is expecting a child are encouraged to confer with their advisor and the executive director of the department in order to insure that any necessary accommodations to facilitate infant care can be made in advance.

A.16 Childbirth Accommodation Policy

(3/13/07)

The goal of our Childbirth Accommodation Policy is to encourage more women to enter and complete the PhD program or undertake postdoctoral research in the Department of Chemistry at Wisconsin, and to provide a climate of support for women who choose to have children while in the Department in one of these capacities. This Policy has two components, detailed below.

A.16 .1 Ensure a Safe Pregnancy

The goal of this component of the Policy is ensure a safe working environment for pregnant students and postdocs. To this end it is essential that the expectant mother, her research advisor, and the Executive Director of the department meet at an early stage to develop a plan. As soon as the pregnancy is confirmed by a doctor, the woman should inform, on a highly confidential basis, her research advisor and the Executive Director so that a meeting can be scheduled to begin planning.

The pregnant student or postdoc, the research advisor, and the Executive Director will look for safe ways to progress towards the PhD or to continue postdoctoral research during pregnancy. In the case of students, with enough advance notice the group can consider the advisability of making an RA rather than TA appointment, and/or making a TA appointment that minimizes chemical exposure. In terms of research, options that may need to be considered include alternatives to working in a synthetic chemistry lab, such as computer work, spectroscopy, library work, review and paper writing, working on graduate requirements such as seminars, proposals, 2nd year report, etc. It is recognized that each case will be different and that creative problem solving will be required to make the needed accommodations.

When a plan is agreed upon, the Executive Director will provide a written summary of the plan so that the agreement will be clear to all concerned.

A.16 .2 Paid Accommodation Time, Requirement Extension, and Infant Care

This component of the Policy is designed to help new mothers by reducing academic and financial hardships associated with pregnancy and childbirth.

The Chemistry Department will provide the graduate student (on an RA appointment) or postdoc mother with 12 weeks of paid accommodation time for childbirth. Every effort will be made to assure continuation of health insurance and visa status during this period. The student or postdoc must apply to the Executive Director for this paid accommodation time, ideally 6 months prior to the expected birth. The leave will ordinarily begin at the time of birth, but other proposals will be considered. Some of the accommodation time may be taken on a part-time basis (for example, 8 weeks of full-time and 8 weeks of half-time leave).

All academic requirement deadlines will be extended by a semester for the new mother.

Pregnant students and postdocs are encouraged to confer with their advisor and the Executive Director of the department in order to ensure that any necessary accommodations to facilitate infant care can be made in advance.

FINANCIAL POLICIES