



The University of Tennessee Health Science Center College of Graduate Health Sciences College Policies

Document Name: Family Medical Leave
Effective Date: April 23, 2013
Document Status: Approved

Purpose

This policy defines the amount of time available for Family Medical Leave.

Policy Details

National Research Service Award (NRSA) trainees. The College will follow NIH NRSA policy for parental leave (NIH NOT-OD-08-064). This policy provides NRSA trainees up to 60 calendar days (equivalent to 8 work weeks) of paid (for students receiving stipends) parental leave per year for the adoption or the birth of a child. Either parent is eligible for parental leave. The College policy extends the leave to include care for immediate family members with serious health problems and for serious health conditions that temporarily prevent the student from fulfilling program requirements. Use of the leave must be approved by the Associate Dean for Student Affairs. Note that extended periods of leave may affect adequate academic progress and may necessitate withdrawal from the graduate program.

Non-NRSA trainees. The College will provide non-NRSA trainees up to 60 calendar days (equivalent to 8 work weeks) of unpaid parental leave per year for the adoption or the birth of a child. Either parent is eligible for parental leave. The College policy extends the leave to include care for immediate family members with serious health problems and for serious health conditions that temporarily prevent the student from fulfilling program requirements. Use of the leave must be approved by the Associate Dean for Student Affairs. Note that extended periods of leave may affect adequate academic progress and may necessitate withdrawal from the graduate program.

Policy Scope

Applies to all enrolled students.



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Related Policies

Annual Leave

Definitions

Immediate family members. Family members in a direct biological, adopted, spousal, or legal custodial line (parent, child, spouse, ward).

National Research Service Award (NRSA). An award to a student by the National Institutes for Health for pursuit of a doctoral degree.

Exhibits / Appendices / Forms

NIH NRSA Parental Leave Policy

Document History

Approved by Graduate Studies Council April 23, 2013

Administratively reviewed by Graduate Studies Council November 24, 2015.