Childbirth Accommodation Policy

The Childbirth Accommodation Policy was instituted by Northwestern’s Graduate School, and all Kellogg doctoral students fall under this policy. The Childbirth Accommodation Policy provides academic milestone extensions and, in certain circumstances, continued financial support to eligible women graduate students who are candidates for doctoral degrees and give birth during their eligibility. These academic milestones are referred to in more detail under Academic Accommodation Period below.

Please note that access to the Childbirth Accommodation Policy described below is independent of personal leaves taken, which could fall under the Graduate School’s Family Leave Policy. A family leave may be taken in addition to the accommodation period for childbirth. More information for Student Parents is available online.

1. Eligibility
   Doctoral students eligible for this childbirth accommodation policy are full-time women graduate students who, at the time of birth, are candidates for doctoral degrees. This leave policy applies to births taking place after November 1, 2006.

2. Academic Accommodation Period
   An academic accommodation period of six weeks for childbirth is provided to eligible Kellogg graduate students. This academic accommodation period may be taken before and/or after the birth. During this period, students may postpone course assignments, examinations, and other academic requirements, but they remain eligible for full-time enrollment and retain access to university facilities (including university housing, student health insurance, etc.) and all other rights and privileges accorded students registered with the same status. Any student granted a childbirth accommodation leave must register for TGS 512 Continuous Registration for each quarter the student is absent. Students who register for TGS 512 do not have to reapply for admission or submit an application for readmission.

   This accommodation period will also provide for an automatic extension of academic milestones for two academic quarters during which the same access provisions apply. Students are expected to return to their studies/duties at the end of this six-week period. A new timetable for meeting these milestones would be discussed with the PhD coordinator for the student’s program of study, the student’s dissertation chair (if she has a chair at this stage in her studies), and the administrative director for the Office of Doctoral Studies at the Kellogg School.

   If a medically certified disability arises as a result of pregnancy or childbearing that renders the doctoral student unable to continue her studies after the six-week accommodation period, the student is eligible for additional leave as described by the Family Leave Policy.

3. Financial Accommodation Policy
Eligible women graduate students supported by fellowships, teaching assistantships, research assistantships, and/or receiving a tuition scholarship at the time of childbirth will be excused from regular teaching or research duties for a period of six weeks during which they will continue to receive support. The funding source for the student’s aid at the time of childbirth (university, foundation, governmental) will be responsible to fund the student during the six-week accommodation period.

If a medically certified disability arises as a result of pregnancy or childbearing that renders the graduate student unable to continue her studies after the six-week accommodation period, the student is eligible for additional leave as described by the existing graduate student family leave policy. During this additional leave, students will not be eligible for university aid in the form of fellowship, assistantship, or scholarship.

4. Notification
Eligible doctoral students are required to notify their PhD coordinator, dissertation chair (if they have a chair at that stage in their studies), the administrative director for the Office of Doctoral Students at the Kellogg School, and their student services representative at the Graduate School of the date of their intended time away at least sixty days prior to the expected date of childbirth.