



Yale Graduate Parent Report, June 2024

Yale Graduate Student Assembly

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I. Executive Summary

- A. **Affordability** is the *major* problem for grad parents; daycare expenses are the major contributor and the subsidy is incredibly insufficient
- B. **Community** is lacking among grad parents (not for lack of programming, but from lack of time/right timing); because of this, resources/tips/hand-me-downs aren't able to be shared and parents have burden of researching on own
- C. **Degree progress is slowed** compared to not having children, somewhat due to unaffordability and limited availability of childcare to cover "regular work week" (ex. 3 or 4 day daycare); parental relief helps afford more "academic time"
- D. Expecting/to-be-parents **cannot adequately anticipate costs** associated with having child while in graduate school
- E. **International student parents** need more support for spouses who don't have working visas (volunteer or help with changing visa)
- F. **Yale Health** services are generally great; could offer prenatal classes for free
- G. If graduate student parents could have anything, it would be a **guaranteed spot in a safe, affordable (or free) daycare**

II. Introduction

The 2023-2024 Graduate Student Assembly (GSA) voted "Affordable Childcare" as a top priority, and the Facilities and Health Care Committee aimed to gather data to better understand the needs of the graduate student parent community that may extend beyond childcare. The GSA has historically advocated for graduate student parents having published a [Childcare Report](#) in August 2016 that assisted in the establishment of the [Family Support Subsidy](#). While this subsidy has been helpful, changing economic conditions and need for updated advocacy for this population prompted reflection on graduate student parent resources and policies.

III. History of Graduate Parent Support at Yale

- A. Yale was the first Ivy League to have provided a parental relief policy, established in 2006. Former Yale Dean Jon Butler who worked on creating this policy for years [cited](#) having a "distinct advantage in recruiting prospective graduate students with children to accept Yale admission offers".
- B. We refer to our [Childcare Report \(August 2016\)](#) for a comprehensive "History of Childcare Support at Yale" and provide a modern history in this 2024 report.
 - 1. In September 2017, students [recounted in the Yale Daily News](#) how parental subsidies and child care center efforts have been sought after in the past.
 - 2. In September 2017, Dean Lynn Cooley [announced the PhD Student Family Support Policy](#) for PhD students with a child receiving an annual subsidy of \$4500, which "provides a level of flexibility beyond what is offered by our peers" and resulted from advocacy by the GSA.
 - 3. In October 2021, in the year following COVID-19 era policies that bolstered childcare for postdoctoral affiliates, faculty and staff – policies that did not apply

to graduate students – University Provost Scott Strobel outlined new spending priorities, [“including new commitments for working parents”](#) instead of reverting to previous policies for these groups.

4. In February 2024, graduate students [cited](#) support for the Local 33 contract provisions (effective December 16, 2023 - July 31, 2028) that “will make the choice to become parents easier” by nominally increasing stipends, covering the cost of the Yale Health Plan for spouses and dependents, creating a “Family and Dependent Assistance Fund”, among other provisions for graduate workers.
- C. Though these policies have significantly improved since our last report, Yale is no longer the only peer institution to offer parent and family programs (see Appendix).
- D. The cost of childcare has increased across the country since 2020, a combination of the COVID-19 pandemic and inflation leading to childcare services to decrease in availability, too. Notably, the U.S. Department of Health and Human Services defines affordable child care as no more than [7% of a family's income](#), and some graduate student families have reported over 37% of their family income going to child care.
- E. While experiences can vary based on individual circumstances, it is clear that graduate student parents continue to face challenges and an updated assessment of their needs was warranted in a post-pandemic, post-subsidy era.

IV. Current Policies and Resources for Graduate Student Parents

A. [Parental Relief for PhD Students](#)

1. You remain registered as a full-time student, but your academic clock stops.
(Note: this is not the same as parental leave)
2. International students: check with OISS regarding visa requirements
3. Limited to two birth or adoption events

B. [Parental Leave for PhD and Masters Students](#)

1. General guidelines for leave of absence apply with variable leave duration granted for PhD and Masters students
2. If PhD parents apply for Student Affiliate Coverage during leave, they will receive a Health Award to cover the cost of for remainder of coverage period in which parental leave begins
3. PhD students may apply for and receive the Graduate School Family Support Subsidy during the term in which a parental leave begins, but not beyond
4. All students granted parental leave may reside in University Housing for the remainder of the academic term for which their leave was granted, but no longer

C. [Family Support Subsidy for Parenting PhD Students](#)

1. You must enroll each term to receive subsidy
2. \$3750 per term for a child under 18 years old + \$1250 per additional child less than 6 years old per term

D. Student Health and Family Planning Support via [Yale Health](#)

1. [2023-2024 Yale Health Student Handbook](#) outlines services provided to Yale Health Members (note: fertility coverage benefit changes made this year)

2. Pediatric dental care is covered through Delta Dental of Connecticut for enrolled dependents age 19 and under (Student Handbook pg. 31).
 3. Pediatric eye care is covered through EyeMed Vision Care for enrolled dependents age 19 and under (Student Handbook pg. 31).
 4. Can enroll for full year or term coverage (deadline apply)
 5. PhD students have premium covered for spouses and dependents
- E. [Spouse & Partner Privileges](#)
1. McDougal Graduate Student Life
 2. Yale ID Access
 3. Library Privileges
 4. Auditing Yale Courses
 5. Payne Whitney Gym membership at additional cost
- F. [International Spouses and Partners at Yale](#)
- G. [Yale Parents Network via WorkLife](#) (login via netID): forum for Yale Parents
- H. GSAS Embedded Mental Health Counselor - [Booking Page Dr. Eva Wilson](#)
- I. [Local 33 Contract](#) Provisions (December 16, 2023 - July 31, 2028)
1. Establishes fair treatment of graduate workers, health care coverage, and establishes Family and Dependent Assistance Fund
 2. Ensures continuation of leave policies, housing policies, family support subsidy with cost of living adjustments
 3. Further details in Appendix

V. Current Status of Graduate Student Parents

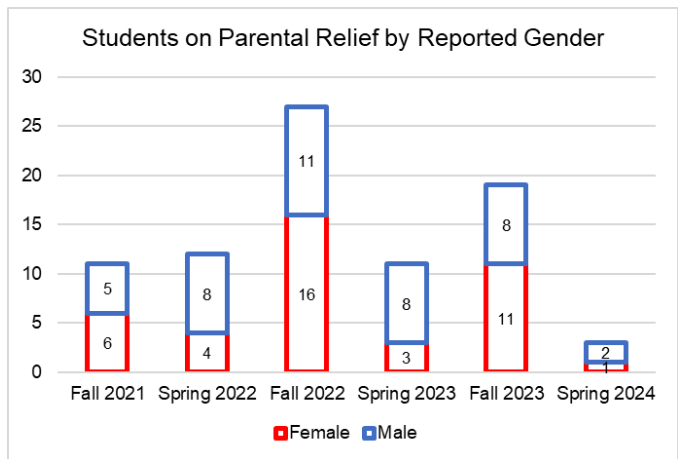
- A. We were able to approximate the size of the graduate student parent population by summing applicants to the PhD family support subsidy and students parental relief. Over the last 5 semesters, **GSAS parents make up ~5% of the enrolled GSAS population**, which is about the same reported in [2017](#). Importantly, this calculator does not capture the number of Masters Students or Professional Students who may also be parents.

1. Number of Graduate Student Parents since Fall 2021

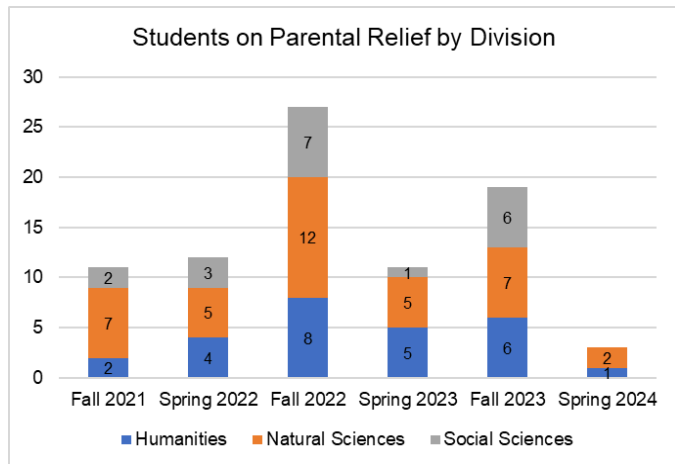
Term	# on PhD Family Support Subsidy	# on Parental Relief	Total	Percent of GSAS enrolled
Fall 2021	137	11	148	5.2% (148/2843)
Spring 2022	127	12	139	
Fall 2022	118	27	145	5.0% (145/2895)
Spring 2023	118	11	129	
Fall 2023	118	19	137	4.7% (137/2949)

2. Students Taking Parental Relief

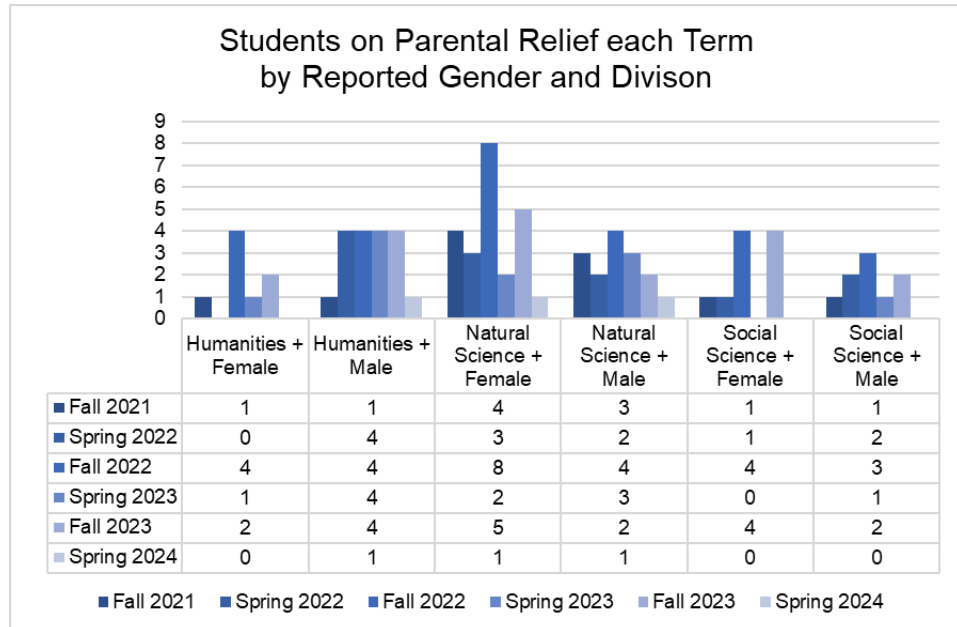
- a) On average, **students take parental relief at the beginning of their 4th year of PhD** (range: 1.5 to 7). Based on data since Fall 2021:
- (1) On average, female students take relief in year 4.25; male, 3.75.
Across all divisions female students take relief 1-2 terms later in their PhD than male students.
 - (2) On average, students in the humanities take relief in year 4.5, while students in natural sciences and social sciences take relief in years 3.5 to 4.
- b) Students on Parental Relief by Reported Gender: **female students outnumber male students for relief in Fall term, but not Spring term.**



- c) Students on Parental Relief by Division: Natural Sciences usually accounts for the most students on relief, but these values must be considered in the greater enrollment between the divisions.



- d) The graduate student populations most often taking parental relief are female students in natural science, and male students in natural science and humanities, but these values must be considered in the greater demographics of the divisions.



e) There is no reported data on domestic or international status of students on parental relief.

B. Data from 2023-2024 GSA Central Survey

1. Of 262 respondents, 13 (5%) reported being parents. Over half have one child, 30% have 2 children, and 15% have 3 children. Just over a third fall between 0-3 years old, nearly a third between 3-7, and about a third fall above 7.
2. In terms of how these respondents pay for childcare, 33% pay themselves, 27% report paying via PhD Family Support Subsidy, 27% pay with a non-student partner or ex-partner, and 12% pay by outside family support, government assistance/federal or state funding.
3. Six respondents provided insight into childcare arrangements used, with 50% using non-Yale affiliated childcare centers (e.g. Friends Center for Children), 33% using Yale affiliated childcare centers (e.g. Bodel, YNHH, EBJ), and the remaining relying on family support
4. Mean cost of child care (reported by survey and anecdotally)
 - a) **\$2000-\$2500/month for childcare services** (ranging from 3-5 days a week of daycare)
 - b) **Costs can be much higher though.** Students may pay for additional babysitting services (approximated at \$50/hour), emergency care services, etc. which adds to this average cost. Those with children attending schools may have other education costs (e.g. Slate School tuition)
 - c) Students that pay near \$0 for childcare have spousal or familial support (ex. partner stays home with children and left work because daycare cost more than partner's yearly salary)

C. Yale Graduate Student Parent Town Hall Interest Form, Fall 2023

1. Survey Demographics (n=31)
 - a) 96.8% of respondents were Yale affiliated PhD students, 3.2% were Yale affiliated Masters or professional degree students

- b) For spousal affiliation, 43.3% of respondents had spouses who were working professionals with benefits, and 23.3% were working professionals without benefits. 13.3% of respondents had spouses who were PhD students either affiliated or not affiliated with Yale, and 10% were non-PhD students either affiliated or not affiliated with Yale. 6.6% of respondents had spouses who were stay-at-home or between jobs, and 3.3% had a spouse with postdoctoral benefits and external funding.
2. Topics of Interest to Discuss at Town Hall
 - a) Cost of child care services (87.1%)
 - b) Access to child care services in New Haven (71%)
 - c) Amount of Child Support Subsidy (71%)
 - d) Advisor/advisee relationship in discussing parental responsibilities (67.7%)
 - e) Parental relief and/or Leave Policies (61.3%)
 - f) Cost of healthcare for dependents through Yale Health (48.4%)
 - g) Others:
 - (1) Access to child care services outside of New Haven
 - (2) Urgent child care/sudden change in child care//time off for child sick days
 - (3) Lactation/mother's rooms
 - (4) Pre-stipend deductions for child care
 - (5) Fertility benefits coverage and family planning for LGBT+ students

VI. Findings from Graduate Parent Town Hall

Through the initial survey to the GSAS student body (Section V.C), we identified three main themes that guided our data collection and discussions at graduate student parent town halls we hosted at the end of February 2024. Those themes included: cost of child care services, resources for graduate student parents, and work/life responsibilities with advisers. We heard from 15 graduate student parents during these town halls. While this was a small representation of students, their feedback was largely uniform. The most shared sentiment was that while affordability and availability are both issues facing the community, **affordability of quality childcare is the most pressing issue.**

A. Support that Should Be Continued

1. Overall, graduate student parents were happy with Yale Health Services
 - a) Costs are manageable through Yale Health
 - b) Healthcare coverage of spouses and dependents via Yale Health was more convincing in student parents attending Yale than other factors (e.g. subsidy)
2. Offering family subsidy package as part of PhD program policy
 - a) Enticing to parents-to-be and students coming in as parents
 - b) Not necessarily main driver, but on “checklist” for some students
3. Maintaining parental relief policies that allow for “stop academic clock”

B. Core Issues and Recommended Solutions

1. Affordable and Dependable Childcare

- a) It is unclear what the benefits of Yale-affiliated child care centers are if they are not more affordable than other childcare centers. Parents would like partnerships with daycares and Yale (even if outside of the New Haven area) but prefer avoiding commercial daycares. “There is a difference between a place where your child is taken care of and a place where your child can go” was a sentiment agreed upon by the majority of parents, citing safety and education concerns with commercial daycares.
- b) Babysitting services that could be used as backup childcare in New Haven are usually spread by word of mouth since lists sponsored by Yale are not monitored/screened.
- c) **Recommendations**
 - (1) **For Yale-affiliated programs, offer daycare options on sliding scale commensurate with income**
 - (2) **Greater partnerships with daycares and Yale. This solution not only serves graduate students, but all parents at Yale**
- d) Family Support Subsidy is currently taxed, so students are actually seeing less money than given. **Recommendation: pre-stipend withholding**

2. Available Childcare

- a) Finding reliable childcare is difficult, especially for ages 0-3. Many students rely on colleagues as backup care or miss work when childcare is unavailable because families are not local.
- b) Waiting lists for daycare are long. Yale GSAS students do not get preference at facilities while Yale MDs and Yale Law have preference.
Recommendation: ensure GSAS students are on priority lists for Yale affiliated centers.
- c) Many parents and families seek childcare outside the New Haven area because it is more affordable and could get off the waitlist, but this adds to the burden of childcare and adds to time away from academic work.
- d) **Recommendation: Establish a Yale Family Center as a place for central family resources for the Yale community without displacing New Haven community resources.**

3. Community Building Efforts

- a) Needs to be built out way more, particularly for relevant groups (e.g. STEM moms, parents who do field work, single parents)
- b) Many postdocs have children, but policies and support look different so there is a need for GSAS specific parent communities
- c) **Recommendations:**
 - (1) **Opt-in listserv for parents at Yale (not just GSAS parents, but include postdocs, faculty, etc.). This would be especially helpful for used child care items which can be expensive**
 - (2) **Graduate parent group mentorship/support group**

4. Relationship with advisers

- a) Most parents agree that a great deal of self-advocacy is required in the process of becoming a parent and while being a parent in graduate school. The burden of advocacy differs for students who are pregnant, adopting, etc.
- b) Faculty sensitivity is largely missing, even in situations where faculty advisers are parents/had child in graduate school; situations reported where students face judgment for not being able to find child care and complete school tasks
- c) Some advisers imply there will be time to work during parental relief.

Recommendation: resource guide for students and advisers on GSAS parent policies

- d) After parental relief, less recognition/accommodations of ongoing parental responsibilities (i.e. sick child, snow days, holidays off, when child care falls through)
- e) Is PhD Progress Slowed?
 - (1) Slowed only when taking time away for child care needs (when planned child services falls through, illness)
 - (2) Slowed in the sense of responsibilities to child vs. only work (e.g. staying in the library for 16+ hours is no longer an option)
 - (3) Nursing mothers lose additional time by pumping / leaving to nurse for the first year of a child's life

(4) Recommendation: increase options for backup childcare services

5. Facilities

- a) Housing
 - (1) Most students felt they could find safe, affordable housing so they could have a child
 - (2) Some students noted not using Yale Housing due to restrictive application cycle. While housing was not noted as a major concern for students (most students felt they could find safe, affordable housing so they could have a child), there is a lack of student housing for families in locations around campus
- b) Lactation Rooms
 - (1) Appears to be rampant misuse of lactation rooms – some students have walked into rooms and people are using as break room or private room for calls
 - (2) Understanding of room use extends to lack of courtesy, meaning people will walk in without knocking. Some rooms do not have locks (ex. 300 George, Amistad locations have keypad locks) and there is not much in ways of having privacy if there are multiple users in room
 - (3) Facilities do not stock/care for rooms that are available
 - (4) “Anything would be better than what is currently available”
 - (5) Recommendation: work with Facilities to improve cleanliness and privacy of rooms across campus, create**

signage/instructions for use of lactation rooms, update codes for keypad locks

6. Flexibility with policy timing, days off

- a) Term-based approach to relief is sometimes unhelpful
 - (1) Parental relief is currently term-based and being “off cycle” for pregnancy makes it hard to receive GSAS resources (e.g. if you give birth in May, you either take relief starting in January, months before the baby is born, or don’t get relief until September).
 - (2) Enrollment period for policies/insurance incompatible with having child (e.g. as father who is a student with a spouse who is not, felt forced to have child within certain period to enroll spouse and child in programs)
 - (3) Recommendation: alter term-based policies to be flexible around birth/adoption events; increase transparency in policies by creating guide to applying on subsidies, enrolling in health plan, how long “leave” is, etc.**
- b) Holidays in academic calendar do not align with daycare
 - (1) Student parents are expected to work without childcare services on holidays observed or extra days around major holidays by daycares but not Yale (ex. President’s Day, Indigenous Peoples Day)
 - (2) Daycares also tend to close down on snow days when the university stays open
 - (3) This misalignment inherently slows down students’ work and adds pressure
 - (4) Recommendation: backup childcare services for students**
- c) Some students would be interested in understanding the option of a part-time enrollment transition period in subsequent semester after relief/leave

7. Department and Field Specific Needs

- a) Accommodations for teaching and research:
 - (1) Graduate students who are pregnant may not be able to perform certain tasks related to their research that are harmful to their pregnancy (physical labor, exposure to radiation, etc.)
 - (2) Recommendation: clarify contact person or office for these accommodations**
- b) Event attendance outside of childcare hours
 - (1) It is difficult to attend mandatory events after 5pm given child care availability
 - (2) There is a general expectation that “non-mandatory” academic events after 5pm should also be attended
 - (3) Recommendation: Support emergency child care services/after hours day care services**
- c) Programs with internship deadlines/that operate in cycles
 - (1) PhD parents in Clinical Psychology share frustration with having to “time” pregnancy, leaves, etc.

- (a) Clinical students apply for internship/residency at the start of year 5; if taking parental leave, these students are off this “cycle”
 - (b) This also results in a full semester without pay or health insurance since academic requirements are not being met
 - (c) **Recommendation: extra semester of health coverage and stipend if “off semester” before internship year**
- (2) External funding provides more independence and flexibility in degree programs with this cyclic problem, but this is not available for all programs or individuals

8. Increased Spousal Support

- a) Can only enroll spouse in Yale Health during open enrollment periods, unless spouse is losing their health insurance. **Recommendation: increased transparency in policies and deadlines for enrollment**
- b) For international students with spouses, there is a need for more spousal support for F1 visa holders who have F2 visa spouses who cannot work but are willing to work or volunteer. **Recommendation: push for student spouses to have J1 working visas**
- c) The Dean's Emergency Fund extends support to students only. For students with families, some situations would support having funds extend to the student's spouse and family (e.g. returning home in case of family death). **Recommendation: extend support from Dean's Emergency Fund to student + family if receiving Family Support Stipend**

9. Increased Strain on Vulnerable Populations

- a) With the acknowledgement that there are incredibly variable experiences for graduate student parents at Yale, we identified some groups with particular needs that could be addressed
- b) GSAS Masters students are a population not currently included in parental relief and subsidy policies. While this population is not tied to the academic institution for the same duration as PhD students, it prevents students who are parents in Masters programs from obtaining resources to support their educational pursuits at Yale. Though the Local 33 Contract ensures provisions for PhD Graduate Workers, Graduate Workers receiving Masters are not entitled to these benefits. **Recommendation: Institute family relief subsidy for Master Students enrolled at least in 4 terms of study. Create equity in policy for graduate workers to receive access to benefits outlined in Local 33 Contract.**
- c) Single parents need more affordable childcare options given dependence on stipend (PhD students) or minimal income (Masters students) to support family during studies.
- d) International Students
 - (1) In addition to some students having one income to support their family, most do not have familial support to rely on for additional/backup childcare
 - (2) See spousal support (Section VI.B.8.b)

- e) **Recommendation: In reference to sliding scale for daycare services (Section VI.B.1.c.1), would ensure single income households (particularly single parents/international students with one income) as modifier to sliding scale**

We asked graduate student parents “If you could have anything, what would you have?”. Their answers summarized to:

- Safe, affordable, good and guaranteed child care (short of free daycare)
- Sicks days/flexible days for child care

VII. Future Directions

Our findings should provide guidance to Yale administration to improve the conditions ensuring academic progress for graduate student parents. Slowing of degree progress was largely attributed to unreliable childcare services, so providing dependable and affordable childcare to graduate student parents will provide greater security to degree completion. **We highly recommend and found great support for creating a Family Center, following the model of peer institutions.** Graduate student parents found the current support received through Yale Health coverage and the Family Support Subsidy adequate, and they are supportive of an expansion of these funds to assist with the continually increasing costs of childcare and unexpected costs that arise. While we summarize all our recommendations in the Appendix, **we emphasize three main recommendations for the current administration to work towards:**

1. **Based on recent statistics, work toward ensuring 150 spots at Yale-affiliated and Yale-partnered child care centers are committed to offering GSAS students discounted/sliding-scale based/subsidized tuition**
2. **Provide more accessible information about what being a parent in graduate school entails in form of a resource guide**
3. **Address department-specific concerns regarding parental policies and aim to eliminate discrepancies in policies between PhD students and Masters students**

VIII. Appendix

A. Summary of Recommendations

1. Child Care Services
 - 1.1. For Yale-affiliated programs, offer daycare options on sliding scale commensurate with income. This would offer support to single income households (particularly single parents/international students with one income).
 - 1.2. Ensure GSAS students are on priority lists for enrollment in Yale affiliated centers.
 - 1.3. Increase options for backup childcare services, emergency services, and after hours services
 - 1.4. Greater partnerships with daycares and Yale. This solution not only serves graduate students, but all parents at Yale
 - 1.5. Establish a Yale Family Center as a place for central family resources for the Yale community without displacing New Haven community resources.

2. Community Resources
 - 2.1. Opt-in listserv for parents at Yale (not just GSAS parents, but include postdocs, faculty, etc.). This would be especially helpful for used child care items which can be expensive.
 - 2.2. Graduate parent group mentorship/support group
 - 2.3. Resource guide for students and advisors on GSAS parent policies, including deadlines, enrollment criteria, etc.
 - 2.4. Work with Facilities to improve cleanliness and privacy of rooms across campus, create signage/instructions for use of lactation rooms, update codes for keypad locks

3. GSAS Policy Related
 - 3.1. Maintain parental relief policies that assist with academic timeline and addresses special needs in cyclic programs (MD/PhD, Clinical Psychology, etc.)
 - 3.2. Alter term-based policies to be flexible around birth/adoption events
 - 3.3. Family Support Stipend could be withheld pre-tax
 - 3.4. Clarify contact person or office for parent teaching/research accommodations
 - 3.5. Push for students spouses to have J1 working visas
 - 3.6. Extend support from Dean's Emergency Fund to student + family if receiving Family Support Stipend
 - 3.7. Institute family relief subsidy for Master Students enrolled at least in 4 terms of study. Create equity in policy for graduate workers to receive access to benefits outlined in Local 33 Contract.

B. Guiding questions developed in consultation with Dean Allegra di Bonaventura

Institution/advisor culture around grad parenting:

- Are you openly or indirectly discouraged from having children? Fathers, have you been asked why you are having children?
- If you do have children and take parental relief, is that used against you in some way?
- If you are a single parent or an international student parent, what additional challenges do you face? What can the graduate school do to help?
- Do you feel like having a child has slowed down your PhD progress?
- Parents-to-be, do you perceive that having a child will slow down your progress?
- Did Yale policies around child care and family life play a role in where you decided to come to graduate school?
- Do you have a community as a grad student parent?
- Are you happy?

Affordability/Availability of Services

- Where do you have child care?
 - How did you find your child care services?
- How much is your monthly average:
 - Day Care Costs
 - Health Costs related to your dependents
- To what extent is the Family Support Subsidy sufficient? If you could have anything, what would you have?
- What improvements can be made for mother's rooms/lactation rooms across campus?

C. [Local 33 Contract](#) Provisions (December 16, 2023 - July 31, 2028)

- Article 8.1: Fair Treatment of Graduate Workers
 - The University provides equal opportunity in employment for all qualified persons and shall not discriminate against any Graduate Worker on account of race, ethnicity, national origin, religion, age, gender identity and/or expression, sex, sexual orientation, marital status, parental status, pregnancy or pregnancy-related condition, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law ("protected characteristics").
- Article 23.B.1: Leaves of Absence and Paid Absences
 - Parental Support and Relief: The University will maintain its current Parental Support and Relief benefit for the duration of this Agreement, subject to the same terms and conditions. This benefit shall be available to Graduate Workers enrolled in Ph.D. programs, only.
- Article 24: Graduate Housing
 - Graduate Workers who take medical or parental leave, or who are placed on involuntary medical leave, shall be able to stay in Yale-owned housing through

the end of their rental agreement with the University provided that they continue to pay their rent and have not been prohibited from remaining on campus.

- Article 29: Cost of Living Adjustments
 - Effective on the salary adjustment dates indicated in this Agreement all amounts of minimum support for PhDs, GSAS and Yale College TF10 and TF20 rates; and the Family and Child(ren) Support Subsidy shall be further increased by a percentage equal to one-half (1/2) of the difference between four and a half percent (4.5%) and the twelve (12) month percentage change in the CPI-W from the second previous May to the immediate previous May. This adjustment will be made only if the CPI-W increased by more than four and a half percent (4.5%). CPI-W is the Revised CPI-W published by the U.S. Department of Labor, Bureau of Labor Statistics and will include revisions made to that index in the future.
- Article 32: PhD Family and Child(ren) Support Subsidy
 - The University will maintain the annual Family Subsidy at \$7,500 for PhD students with a child under the age of 18 and an additional \$2,500 per child for additional children under the age of six. Effective with the start of each school's fall term for academic years 2025-26, 2026-27, and 2027-28, the PhD Family and Child(ren) Support Subsidy will be increased in accordance with the parties' Cost-of-Living Adjustment provision; for the avoidance of doubt, this provision will not result in an increase in all years.
- Article 34: Healthcare
 - Article 34.1: Yale Health for PhDs: Graduate Workers enrolled in PhD programs may participate in the Yale Health basic student health services and Yale Health hospitalization/specialty care coverage and the University shall contribute one hundred percent (100%) of the coverage rates for such plans for the Graduate Worker, their legal spouse, and their eligible child(ren). See Exhibit C, Schedule of Health Care Benefits
 - Exhibit C: Yale Health will provide one electric breast pump every 3 years when requested within 60 days of a the child's birth; the cost of another breast pump, other than the model provided by Yale Health, may be eligible for reimbursement of up to \$100
 - Article 34.4: Magellan Network:
 - The University will automatically extend mental/behavioral health services currently available through the Magellan Network to Graduate Workers' eligible dependent children if the children are enrolled in Yale Health Hospitalization/Specialty Care coverage and only while the Graduate Workers serve in bargaining unit positions.
 - The University will extend staff Employee Assistance Program coverage (through Optum) to PhD Graduate Workers and their spouses and covered dependents while they serve in bargaining unit positions.
 - If a Graduate Worker's covered dependent child is in treatment with a pediatric mental health care provider as of the date of the execution of the parties' collective bargaining agreement and such provider is not included in the Magellan Network, the University will continue to reimburse the

Graduate Worker for such treatment, consistent with current practice, for a maximum period of one (1) year commencing effective January 31, 2024.

- Article 35.1: Family and Dependent Assistance Fund
 - The University will establish a Family and Dependent Assistance Fund in the amount of \$40,000 for each fiscal year of this Agreement. Graduate Workers who are not eligible to receive the annual PhD student Family Subsidy may apply for reimbursement from the fund of any out-of-pocket expenses relating to care for their children or other legal dependents. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union, subject to approval by the University. Unexpended funds may be rolled over from one year to the next for the duration of this Agreement.

Family Friendly Policies for Graduate Students at 11 Peer Institutions

University	Parental Leave	Back-up Care	Availability	Grants/Subsidy	Health Insurance	Other
Yale	1 Semester	None ¹	7 Affiliated (one with sliding scale), others included on directory	\$7,500 per annum for the first child (under the age of 18), an additional \$2,500 for each additional child under the age of six	Included for spouse and children	Benefit is limited to two birth or adoption events during the doctoral program. Students not eligible for parental relief may be eligible for a leave of absence .
UPenn	8 Weeks	Up to 7 subsidized days of back-up care annually. In home care at \$5/hr or center based starting at \$15/day	1 In house (Family Center) , 3 affiliated ²	Need based grants available . Awards range from \$500-\$5,000. ³ Some students may be eligible for subsidy through the State of Pennsylvania .	Premiums for a spouse or one child start at \$4,210 per annum. ⁴ Grants available for up to \$1,000 per annum for family support	
Cornell	6 Weeks paid or up to two semesters of	- - -	1 Affiliated	Loans available through the Office of	Spousal coverage starts at	Dependent Care Consultant

	reduced load status.			Financial Aid and Student Employment. \$350,000 in annual grant support available. Individual award amounts vary.	\$3,994 per annum. Coverage for one child starts at \$3,944 per annum.	Available to assist with navigating resources
Brown	1 Semester or Summer	Free premium membership to Care.com 5 days/year of subsidized care . Students in select research or teaching roles are eligible for an additional 5 days/year. Rates at \$4/hour for in home or \$10/day in a center.	1 Affiliated	Child care subsidy available. Up to \$5,000 per child per annum for select master's students. Doctoral and MFA students receive up to \$6,000 per child (ages 0-6, up to three) and \$3,000 per child ages 7-13.	Spousal/dependent coverage is 75% subsidized for students who receive health coverage through their financial support packages. Prices not listed at the time of report publication.	
Princeton	14 Weeks	Up to 100 hours . In-home care at \$4/hr, center-based at \$2/hr/child.	2 Affiliated. 8 additional	Up to \$6,500 per child per year (\$19,500 maximum).	\$2,430 for a spouse. \$1,215 per child (annually).	Carebridge assistance : eight free consultations.

		Out-of-network care reimbursed at up to \$100/day.				
Columbia	12 Weeks paid. Option for an additional semester without funding.	Up to 200 hours per year. Center based at \$3/child/hr. In come care starting at \$7/hour.	3 In-house, 8 affiliated	\$5,000 per child under the age of six which is not currently enrolled in kindergarten.	Included for Arts and Sciences doctoral students with full funding. Available for a fee starting at \$4,541 per year.	Adoption assistance program.
University of Chicago	Up to two quarters or academic modification.	- - -	2 in-house, others affiliated. See referral service.	Need based, \$4,000 for one child , \$5,500 for more than one child. More details here .	Spouse/partner OR single child coverage at \$4,998 per year	Free childcare referral service
Stanford	Accommodation or leave of two quarters for the birth parent and one quarter for the non-birth parent. Leave suspends financial support.	- - -	6 On-site. Discounts available through tuition reduction program and tuition assistance program. Off-Site options available.	Need based awards range from \$1,000 to \$20,000 for the academic year.	Spouse/partner at \$635/month or child starting at \$330/month	Additional support for lactation

Duke	9 Weeks	- - -	Priority placement through Duke Child Care Partnership . 43 centers enrolled.	Need based awards up to \$7,000 per annum	Spouse/partner at \$3,168 per year. One Child at \$3,529 per year.	
Harvard	12 weeks of academic accommodation, or a leave of absence	- - -	7 on-campus centers.	One-time payment of \$7,319	Spouse/partner at \$9,110 per year. One Child at \$4,840/year.	Harvard Graduate Students Union (HGSU-UAW) Local 5118 provides \$475.00 annually to subsidize dependent insurance.
MIT	2 months for childbirth , one month for parental accommodation	Up to 15 days per year. In-home at \$5/hour and \$10/child/day in-center.	5 centers affiliated (non-discounted). Limited slots reserved for graduate student families.	Need-blind. Also applies to select masters students. \$6,500 for one child. Supplemental need-based grant available up to an additional \$10,000.	Spouse/partner at \$3,841 per year. One Child at \$1,174/year.	Childbirth and new baby classes MIT Graduate Assistance and Information Network Other funding resources for MIT Graduate student families.

1. Backup Care at Yale University

- a. [Yale Babysitting & Tutoring Directory](#) is available and connects Student babysitters and tutors to members of the yale community who require assistance with childcare and tutoring.
 - b. Back up care options are available to faculty, staff, and post-docs
2. Child Care Centers at UPenn
 - a. [Penn Children's Center](#) - Operated by Penn. Penn rate is available for Faculty, staff, students, and UPSH employees. There is "a long waiting list to enroll".
 - b. List of non-affiliate programs provided.
3. Fall and spring grant periods available.
 - a. Fall period funds the entire year at a maximum of \$5,000 for one child, \$2,500 for each additional child, and a maximum of \$10,000 per family.
 - b. Spring period funds those who did not qualify for the fall deadline. Up to \$2,500 for the first child, \$1,250 for each additional child, and a \$5,000 maximum.
 - c. Grants are only available for doctoral students.
4. Some programs may cover insurance for the student. Otherwise, graduate students are required to purchase their own insurance. Plans available through [PSIP](#) start at \$4,210 per annum. [Grants](#) are also available for students to purchase insurance for themselves.