



Paid Leave for Non-Faculty Academic Appointees
(benefits-eligible postdocs, research associates, visiting scientists, instructors, and research scientists)

	Postdocs	All others (research associates, visiting scientists, instructors, and research scientists)
Maternity Leave	<p>up to 13 weeks</p> <ul style="list-style-type: none"> 8 weeks of short-term disability (STD) paid for by university 4 weeks of parental leave (paid for by department) 1 week of accrued paid time off <ul style="list-style-type: none"> 75% if less than 7 years of service 100% if 7 or more years of service can use accrued vacation and personal time to supplement parental leave and/or replace STD <p>processed/coordinated by:</p> <ul style="list-style-type: none"> Antonia Gonzalez (Human Resources) Isin Ugur-Bastepe (Faculty Affairs) should be notified or copied on email message(s) 	<p>up to 13 weeks</p> <ul style="list-style-type: none"> 12 weeks of maternity leave (100% paid for by SPH; unless supplemented by vacation time – supplemental vacation time paid by the Department) 1 week of accrued paid time off <ul style="list-style-type: none"> 75% if less than 7 years of service 100% if 7 or more years of service Can use accrued vacation and personal time to supplement leave. If accrued time is used, this time must be paid by the department. <p>processed/coordinated by Isin Ugur-Bastepe , Faculty Affairs</p>
Parental Leave (non-birth parent)	<p>up to 13 weeks</p> <ul style="list-style-type: none"> 4 weeks of parental leave (100% paid for by SPH; unless supplemented by vacation time – supplemental vacation time paid by the Department) 1 week of accrued paid time off 7 – 8 weeks of unpaid FMLA leave <ul style="list-style-type: none"> 75% if less than 7 years of service 100% if 7 or more years of service can use accrued vacation and personal time to supplement leave. If accrued time is used, this time must be paid by the department. Processed/coordinated by Isin Ugur-Bastepe, Faculty Affairs 	

	Postdocs	All others (research associates, visiting scientists, instructors, and research scientists)
Medical Leave	<p>up to 26 weeks</p> <ul style="list-style-type: none"> • first 2 weeks are waiting period; can use accrued vacation and personal time • 24 weeks of short-term disability (STD) paid for by university <ul style="list-style-type: none"> • 75% if less than 7 years of service • 100% if 7 or more years of service <p>processed/coordinated by:</p> <ul style="list-style-type: none"> • Antonia Gonzalez (Human Resources) • Isin Ugur-Bastepe (Faculty Affairs) should be notified or copied on email message(s) 	<p>up to 26 weeks</p> <ul style="list-style-type: none"> • first 2 weeks are waiting period; can use accrued vacation and personal time • 24 weeks of leave (2/3 paid for by HSPH; 1/3 paid for by department) <ul style="list-style-type: none"> • 75% if less than 7 years of service • 100% if 7 or more years of service <p>processed/coordinated by:</p> <ul style="list-style-type: none"> • Isin Ugur-Bastepe, Faculty Affairs

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