



Here, the Vanderbilt Postdoctoral Association, in partnership with the Office of Postdoctoral Affairs, assembles focused information on specific resources available to Vanderbilt University (VU) and Vanderbilt University Medical Center (VUMC) postdocs

Parental Leave & Childcare

VU Scholar, Research “Employee”

- Parental Leave – 8 weeks, must be used within four months of birth
 - For more information: <https://hr.vanderbilt.edu/policies/ParentalLeave.php>
- Flex PTO - 20 days per year, prorated by quarter (5 days per quarter)
 - Must be used within the appointment year
 - Must be approved by Mentor/PI
 - For more information: <https://www.vanderbilt.edu/postdoc/hr-leave-policies/>
- Family and Medical Leave (FMLA) - 12 weeks of job protection (up to 16 weeks if eligible for TMLA)
 - Must be used within 12 months of birth
 - Must be used in addition to parental leave (for the purposes of caring for the child)

VUMC Research Fellow “Employee”

- Parental Leave – 2 weeks (80hrs)
 - Must be used within 12 weeks of birth
 - If both parents are VUMC Employees, only one can get pair parental leave.
 - For more information: <https://hr.vumc.org/benefits/parental-leave>
- Paid Leave (vacation)–22 days per year, prorated by quarter (5.5 days per quarter)
 - Must be used within the appointment year
 - Must be approved by the mentor/PI
 - For more information: <https://www.vanderbilt.edu/postdoc/hr-leave-policies/>
- Family and Medical Leave (FMLA) - 12 weeks of job protection (up to 16 weeks if eligible for TMLA)
 - Must be used within 12 months of birth
 - Must be used in addition to parental leave (for the purposes of caring for the child)

VU Postdoc Scholar, Trainee or VUMC Research Fellow Trainee “Non-Employee”

- Parental Leave – 8 weeks (60 calendar days)
 - Must give advance notice to institution
 - Must be approved by Mentor/PI
- Paid Leave (vacation) – 20 days (VU) or 22 days (VUMC) per year
 - Must be approved by Mentor/PI
- "Sick/Other" Leave (in lieu of FMLA) - 15 calendar days
 - Extensions are available upon approval by sponsor via letter signed by the trainee and mentor
 - For more information: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-18-154.html>

Child Care

- Childcare services (Ages 6 weeks to 5 years) available to postdocs: VU = The Acorn School (<https://www.vanderbilt.edu/child-family-center/child-care-center/index.php>) and VUMC = Child and Family Center (<https://hr.vumc.org/cfc>)
 - To be placed on the waiting list, a parent must submit a registration form with a \$50.00 non-refundable application fee - when the child is accepted for enrollment, the application fee will be applied to the \$100.00 enrollment fee
 - For VU employees there are THREE locations: (1) the corner of Edgehill Avenue and Appleton Drive, (2) 1105 18th Avenue South, and (3) 1110 19th Avenue South
 - For VUMC employees there are FOUR locations: (1) 2140 Belcourt Avenue, (2) 1817 Patterson Street, (3) 5701 Knob Road, and (4) 4108 Dakota Avenue
 - For more information: VU = kathleen.c.seabolt@vanderbilt.edu and VUMC = christina.alsup@vumc.org