

From: **Dean Boyce** <[deanboyce@columbia.edu](mailto:deanboyce@columbia.edu)>

Date: Mon, May 9, 2016 at 3:57 PM

Subject: [SEASGrad-PhD] Announcement of Ph.D. Student Benefits Enhancements

To:

Cc: Esther Schwartz <[es3410@columbia.edu](mailto:es3410@columbia.edu)>

Dear SEAS Doctoral Students,

It was great to see many of you a week ago at the annual EGSC town hall meeting. We are writing to follow up on the email you have just received from Provost Coatsworth about the most recent improvements of the benefits of doctoral students at the University. At SEAS, these enhancements are the result of continuing collaboration and conversations between EGSC, the Dean's Office, the department Chairs, our Committee on Instruction (COI) and the faculty directors of our doctoral programs.

In order to assist our doctoral students who are parents, in February 2015, COI and the School's Executive Committee enacted the Childbirth Accommodation Policy and the Child-Care Subsidy Policy for fully-funded doctoral students. Now, a year later, we are pleased to announce further enhancements to the doctoral program at SEAS, as outlined below:

- **Parental Leave Policy:** Fully-funded doctoral students who give birth, adopt, or become legal guardians or foster parents, as well as students whose spouse or partner gives birth, can have responsibilities associated with their doctoral program suspended for twelve weeks while retaining any Columbia funding they were scheduled to receive. New parents may also take an additional semester of leave without funding.
- **Child-Care Subsidy Policy:** Fully-funded doctoral students can receive \$2,000 child-care subsidy per eligible child under the age of five and not yet attending kindergarten for the academic year. If both parents are fully-funded SEAS doctoral students, they can apply separately to each receive the \$2,000 child-care subsidy.

In addition, in order to assist our international doctoral students, effective Fall 2016, SEAS will cover the ISSO fees for fully-funded doctoral students, including the one-time charge for incoming international graduate students and the per-semester charge.

Finally, we are happy to report that starting Fall 2016, **SEAS will cover 35% of the Facilities Fee** for fully-funded doctoral students, an increase from the current 25% level that we introduced 3 years ago.

These important enhancements represent a sizable investment from the School's budget and were approved unanimously by our COI and our Executive Committee. We all take pride in the quality of our doctoral programs and are committed to attracting the best and brightest and to providing our doctoral students with the most enriching experience possible.

If you have any questions regarding these policy enhancements, please contact the Office of Graduate Student Affairs (Tiffany Simon and Ellie Bastani, copied in this email).

We wish you a great end of semester and an enjoyable and productive summer.

Sincerely,  
Mary Cunningham Boyce  
Dean of Engineering  
Morris A. and Alma Schapiro Professor  
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