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APPENDIX A

TABLE OF KEY PROMISING PRACTICES TO SUPPORT CAREGIVERS IN STEMM

We recommend implementing the following promising practices to ensure a legally compliant and supportive environment for family caregivers. For more information about the legal requirements addressed herein, see Section II. Note that example institutions are offered for illustrative purposes only; this list is far from exhaustive, and additional institutions likely have similar policies.

Promising Practice	Legally Required?	Key Considerations	Example Institutions/Research
Promising Practices to Support Student and Trainee Caregivers			
Regularly capture data on caregiving status through new and existing data systems	No	Capture caregiving or parenting status, race, sex, immigration status, degree progress, and the age of any children. Create a shared definition of “parenting student” and “caregiving student” for use across the institution.	Monroe Community College (DeMario, 2021); Long Beach City College (Huerta et al., 2022).
Share information about caregivers and related policies as widely as possible through communication materials and trainings	Sometimes	Ensure everyone on campus has information about caregiving students and trainees, the protections they are afforded, and the supports available to them to build a culture of belonging for caregiving students and help prevent bias and discrimination from occurring. Institutions are <i>required</i> to inform students of their rights to nondiscrimination and pregnancy/parenting accommodations under Title IX.	Amarillo College (Hendrick, 2023); Evergreen State College (<i>Pregnant and Parenting</i> , 2023); Nova Southeastern University (<i>Title IX: Resources for Pregnant and Parenting Students</i> , 2023)
Ensure students/trainees with pregnancy-related conditions have access to medically necessary leave	Yes	Pregnant students and those experiencing related conditions are entitled to time off for as long as medically necessary (typically 6–8 weeks); upon their return, students must be reinstated to the status at which they left. These policies must be overseen by institutional Title IX offices. Provide paid leave and/or continued student benefits when possible.	Purdue University (<i>Parenting Leave Policy for Students</i> , 2019); University of Massachusetts Amherst (<i>Pregnant and Parenting Student Resources</i> , 2023).
Ensure family caregivers have access to leave to provide care	Sometimes	Students and trainees of all genders should be given time off to provide care for family members. Best practice is 12 weeks. Leave <i>must</i> be provided in the limited instances when not doing so would constitute discrimination on the basis of sex or gender. Provide paid leave and/or continued student benefits when possible.	Princeton University (<i>Childbirth and Adoption Accommodation</i> , 2021); University of Kansas (<i>Parental Leave</i> , 2023).

<p>Formalize the provision of leaves in a written policy administered by specially trained officials</p>	<p>Sometimes</p>	<p>Title IX coordinators are legally responsible for ensuring the provision of leave for birthing parents. For all caregivers, it is a best practice to have a trained third party administer leaves to avoid the potential for inconsistent leave application or bias from individual faculty members. Institutions should consider adopting and implementing policies at the institutional level, where possible. The most effective policies provide leave as an entitlement for students of all genders, rather than establishing onerous application requirements.</p> <p><i>Specific to medical residents:</i> In addition to the above, consider policies that include deliberate redundancy in staffing plans or fund coverage by external staff. Do not require residents to “pay back” or “pay forward” their leave, as it is illegal in many circumstances.</p>	<p>University of Pennsylvania (<i>Of Record</i>, 2022); North Carolina State University (REG 02.15.08, 2012); University of Mississippi (<i>Parental Leave Policy for Graduate Students</i>, n.d.); Brown University (<i>Family Leave of Absence</i>, n.d.); UNC School of Medicine (Gaghan and Parker, 2022); University of Connecticut Graduate Medical Education (Bayley, 2021).</p>
<p>Offer pregnancy-related accommodations</p>	<p>Yes</p>	<p>Students experiencing pregnancy and related conditions are entitled to accommodations/adjustments such as a safe and clean lactation space, avoiding toxic exposures, additional breaks, schedule changes, and more.</p> <p>Title IX coordinators are legally responsible for ensuring the implementation of pregnancy-related accommodations—individual faculty should refer students to the Title IX designee for assistance.</p>	<p>Oregon State University (<i>Pregnancy and Lactation</i>, 2023); New York University (<i>Lactation Policy for Students</i>, 2020); University of Northern Colorado (<i>Lactation Support Policy</i>, 2022).</p>
<p>Offer accommodations for family care</p>	<p>Sometimes</p>	<p>Priority registration, excused absences for sick family members, part-time enrollment, and other accommodations are best practice solutions to retain and advance caregivers.</p> <p>Accommodations <i>must</i> be provided in the limited instances where not doing so would constitute discrimination on the basis of sex or gender.</p>	<p>Cornell University (<i>Graduate and Professional Student Parental Accommodation</i>, 2014); University of California, Berkeley (<i>Guide to Graduate Policy</i>, n.d.).</p>

Support mentoring and affinity groups for caregiving students	No	Supportive mentors and student/trainee groups have a positive effect on academic achievement. Mentors who are caregivers and support school-home balance are most effective.	Center for Community College Partnerships and UCLA (Lai, 2019).
Address caregivers' basic needs, including childcare	No	Retention and completion rates are improved through supporting student caregivers' access to family housing; childcare and eldercare, including night, travel, and drop-in care; food assistance; mental health support; and health insurance. At minimum, institutions should apply for federal and state funding (e.g., CCAMPIS childcare grants) and connect students/trainees with community resources already available.	Cornell University (<i>Students with Families</i> , 2015); City College of San Francisco (<i>Student Essential Support</i> , n.d.); Regis College (<i>CCAMPIS Funding for Childcare Access</i> , 2023); Mount Wachusett Community College (<i>Student Parent Support</i> , n.d.); Princeton University (Millman, 2007); Arkansas Career Pathways Initiative (St. Rose and Hill, 2013).
Best Practices to Support Faculty Caregivers			
Promising Practice	Legally Required?	Key Considerations	Example Institutions/Research
Support caregiver and dual-career recruitment	No	Improve diverse recruitment by training recruiters and department chairs on maternal wall bias and bias against caregivers, use rubrics to reduce bias, support diverse search committee makeup, hire an "equity adviser" to search as resources for the search committee, and provide central funding for dual-hire recruitment where possible.	Montana State University, Florida State University, California Polytechnic State University, Pomona (Casad et al., 2020); University of Massachusetts Amherst (Koppes Bryan and Wilson, 2015).
Ensure caregivers have access to leave as needed	Sometimes	The Family and Medical Leave Act (FMLA) requires at least 12 weeks of family leave to allow eligible faculty of all genders to care for newborns, newly adopted children, and family members with a serious health condition.	Rice University (O'Brien et al., 2015); UC Davis (Cardel et al., 2020).

		Institutional policies should <i>at least</i> meet FMLA standards, best practice is to meet them via a formal family leave policy that is universal, transparent in application, well-promoted and has a designated point of contact. Best practice policies do not make leave contingent upon length of service.	
Offer paid family leave	Sometimes	Best practice is to provide paid family and medical leave, which reduces gender and racial pay gaps. Leave for the birthing parent must be paid at least to the extent that short-term disability leave is paid. Universities can utilize “last mile” policies to build off of state benefits, where available. Where paid leave is not a legal entitlement, institutions should require certification that the recipient is providing at least 20 hours/week of care, to clarify that these are not research leaves.	University of Connecticut, Florida International University, University of Massachusetts, Amherst (Guth, n.d.).
Provide leave for birthing parents’ own health needs	Yes	Federal law requires that employees who need leave due to pregnancy, childbirth, and related conditions be allowed to take a reasonable period of leave (usually 6–8 weeks) or short-term disability leave, whichever is more generous. Access to maternity leave may be overseen by HR and/or the Title IX office. Institutions may want to layer forms of leave—birthing people provide care and attend to their own health needs, and as such, may be allowed to take additional leave terms responsive to their health needs.	
Offer faculty the option to stop the tenure clock	No	Provide a tenure clock adjustment for all caregivers who take leave or have significant time demands associated with caregiving. Tie policy usage closely to caregiving responsibilities (e.g., eligibility for those completing a minimum of 20 hours of caregiving per week). Offer tenure and promotion committees guidance on how to use stop-the-clock policies.	Stanford University (Manchester et al., 2013); MIT, Princeton, University of California system (Bhattacharjee, 2005; Marcus, 2010).
Provide accommodations and duty modifications	Sometimes	Accommodations for pregnancy and related medical conditions must be provided under the Pregnant Workers Fairness Act and other laws. The PUMP Act and other laws also require private, non-bathroom lactation spaces and as-needed lactation breaks. It is best practice to provide modifications (e.g., adjusted course loads and job sharing) and flexibility through a formal, well-communicated policy.	Duke University (Anthony, 2011); Stanford School of Medicine (Ibrahim et al., 2017); UC Davis (Wilson, 2008).

Address caregivers' basic needs	No	<p>Faculty retention and success is improved through supporting basic needs, including facilitating access to family housing; childcare and eldercare (including night, travel, and drop-in care); mental health support; and health insurance.</p> <p>At minimum, institutions should establish policies to facilitate the funding of childcare and eldercare, apply for funding where available, and connect faculty with community services where direct support is not feasible.</p>	<p>Arizona State University, University of Pennsylvania, Brown University, University of Chicago, University of Houston, (Cardel et al., 2020); Rice University (O'Brien et al., 2015); Virginia Commonwealth University (Virginia Commonwealth University, 2023); University of Maryland (University of Maryland, n.d.); University of Colorado (<i>Faculty Housing Assistance Program</i>, 2017); San Mateo Community College District (San Mateo County Community College District, n.d.)</p>
Networking, mentorship, and community building	No	Support mentorship programs that pair junior scholars who have caregiving responsibilities with more senior faculty caregivers.	University of Michigan (Thomas, 2005); Florida International University, University of Texas Rio Grande (Casad et al., 2020).
Funding bodies can act to provide additional support		Support caregivers at key transition points, such as new parenthood, through additional or flexible funding streams and by providing research assistance and extensions.	Doris Duke Foundation (Jagsi et al., 2018); NIH (<i>Family-Friendly Initiatives</i> , 2021); NSF (<i>Proposal & Award Policies & Procedures Guide</i> , 2023).

