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Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

February 9, 2022

**MICHAEL DRAKE, PRESIDENT  
UNIVERSITY OF CALIFORNIA**

**Re: Follow-up to Council Resolution on Dependent Care**

Dear President Drake:

The Academic Council was gratified to receive your supportive letter in response to our September 2021 Resolution on Dependent Care<sup>1</sup>, in which you summarized UC's existing family-friendly policies and programs, acknowledged the need for more affordable dependent care options near the campuses, and promised to discuss the issue with campus chancellors.

The Council continues to be concerned about the availability of affordable dependent care options for faculty and staff, and would love to see UCOP take a greater leadership role. Council has endorsed the attached UCFW request for a systemwide data collection effort that assesses dependent care availability across the campuses. UCOP's collection of these data will facilitate an informed discussion about how to remediate the problem and demonstrate a strong central commitment to the issue.

The Senate stands ready to help. Please do not hesitate to contact me if you have additional questions.

Sincerely,

Robert Horwitz, Chair  
Academic Council

Cc: Academic Council  
Provost Brown  
Chief of Staff Kao  
Chief Policy Advisor McAuliffe  
Senate Directors

Encl.

<sup>1</sup> [https://senate.universityofcalifornia.edu/\\_files/reports/rh-md-resolution-on-dependent-care.pdf](https://senate.universityofcalifornia.edu/_files/reports/rh-md-resolution-on-dependent-care.pdf)



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
Jill Hollenbach, Chair  
[Jill.Hollenbach@ucsf.edu](mailto:Jill.Hollenbach@ucsf.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

January 20, 2022

**ROBERT HORWITZ, CHAIR  
ACADEMIC COUNCIL**

**RE: Child Care Access and Affordability**

Dear Robert,

The University Committee on Faculty Welfare (UCFW) continues to discuss how the University can improve child care support and options for the UC community. We appreciate you sending the [Resolution on Dependent Care](#) to President Drake, and we appreciate his response summarizing the current efforts of the University. His commitment to ensuring adequate resources and elevating the priority of this issue with the Chancellors is welcome. As a next step, we ask the Office of the President to undertake a systematic systemwide assessment of child care options within 5 miles of each campus. To-date, there has not been any such effort that would permit a comprehensive understanding of the need across the UC system. This assessment should illustrate total capacity, total needed capacity, wait times, costs, accreditation, and affiliation to UC. Student, faculty, and staff needs should be included. We believe such an assessment would illustrate the critical need of additional resources and access, identifying the areas of greatest need on each campus, and thus serve as a catalyst to securing them. COVID has shown the vulnerability of our systems, colleagues, and students, and structural changes are needed, not just maintenance of the current system; and that where these systems fall short, the University enterprise is compromised. We feel that the first step in remediating these vulnerabilities is the collection of high-quality data, allowing the University to make appropriate and strategic changes to benefit its mission and the people who support it.

Thank you for your support.

Sincerely,

A handwritten signature in blue ink that reads "jill hollenbach".

Jill Hollenbach, UCFW Chair

Encl.

Copy: UCFW  
Hilary Baxter, Executive Director, Academic Senate  
Susan Cochran, Academic Council Vice Chair



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Michael V. Drake, MD  
President

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November 5, 2021

ACADEMIC COUNCIL CHAIR ROBERT HORWITZ

Dear Robert:

I write in response to your recent communication regarding Academic Senate's concerns about dependent care options for UC faculty, academic appointees, staff, and students. I understand and share your concerns about the disproportionate impact costly care has had on certain groups at UC. The COVID-19 pandemic has put a spotlight on dependent care issues and the differential impact they have on those with caregiver responsibilities.

As I know you are aware, the University has policies in place to support faculty members who need dependent care support. [APM-760, Family Accommodations for Childbearing and Childrearing](#) is the systemwide Academic Personnel Manual (APM) policy that addresses dependent care issues. APM-760-28, in particular, outlines Active-Service Modified Duties (ASMD), which allows academic appointees to modify/reduce their duties to prepare for and/or care for a newborn child or child newly placed for adoption or foster care. During ASMD, Senate faculty remain on active service, as it is not a leave of absence, and continue to receive their regular monthly salary with adjusted duties.

Also, recognizing the challenges associated with the pandemic, the Office of the President took steps in September 2020 to ensure that campuses were afforded the flexibility to develop and adopt temporary policies in a COVID-Related Dependent Care Modified Duties (DCMD) program modeled after the existing Active Service-Modified Duties (ASMD) program for faculty. Campuses choosing to develop a temporary COVID-Related DCMD program must adhere to certain principles outlined in the September 17, 2020 letter from Provost Michael Brown to the campuses. (See attached letter.)

In addition, UC's Systemwide Human Resources supports family-friendly policies, programs, and benefits for faculty and staff employees and their eligible dependents. Employees need and deserve support to take care of their family members, and we know that family-friendly policies make it possible for our faculty and staff to bring the best of themselves to work.

Dependent Care Referral Services are currently available to faculty, academic appointees, and staff through a systemwide partnership with [Bright Horizons](#). The program provides access to a network of pre-screened providers for childcare, tutoring, and eldercare. Participants make all the arrangements, including selection, hiring, and paying the dependent care provider. This referral service is intended to complement existing center-based benefits offered on some campuses and is not a replacement for them. While UC pays the annual fee for faculty and staff to participate in this program, it does not subsidize the cost of dependent care.

In addition to the Dependent Care Referral Service, on July 1 of this year the University implemented a new family-friendly program, the Paid Family Care and Bonding Program. This program provides income replacement of 70 percent of eligible earnings for up to eight weeks per calendar year to care for a family member with a serious health condition, bond with a new child or take military caregiver or exigency leave. This program applies to academic personnel as well as to staff.

Finally, with regard to students, Graduate, Undergraduate and Equity Affairs (GUEA) has convened a UC Parenting Students workgroup in collaboration with parenting students and staff who work with student parents. The workgroup identified strategic goals and recommendations surrounding issues facing these students.

The attached report released in Spring 2021 represents workgroup conversations and efforts to identify solutions specific to parenting students. The workgroup identified many of the same concerns that have been raised in the Academic Council Resolution with regard to parenting students. Specific recommendations regarding childcare for parenting students include:

1. Working with the California Department of Education to subsidize childcare for parenting students at all 10 campuses
2. Implementing a short-term childcare program, modeled after the supervised children's area at IKEA, that would enable parenting students to drop off their children for a short time while they attend a class, workshop or conference
3. Providing financial aid that covers the cost of childcare\*\*
4. Collaborating with Head Start and Early Head Start to ensure the availability of affordable childcare for parenting students on campus and in the community
5. Expanding the capacity of existing on-campus childcare facilities for parenting students

\*\*UC Davis already does this.

The report and its recommendations have been shared with the campus vice chancellors for Student Affairs. Each of these ideas outlined above present possible solutions that could help address the challenges parenting students experience on campus. GUEA is currently considering next steps for implementation of these and many other recommendations outlined in the report.

We continually benchmark UC benefits to ensure that we remain competitive and meet the diverse needs of UC faculty, academic appointees, and staff employees and their eligible dependents. While we do have policies in place to ensure that all UC employees and students have the support they need, I agree that we can and should do more to ensure that our most vulnerable populations are better able to access the dependent care they need.

I understand and appreciate the Senate's concerns regarding the availability and cost of care near the campuses, and I agree that there is an opportunity to explore possible solutions. UC Office of the President is committed to ensuring that our faculty, staff and students have access to resources necessary to thrive in the UC system. I plan to take this item to the next Council of Chancellors (CoC) meeting to discuss next steps and the types of investments needed to address the issue of dependent care on the campuses.

I am committed to working with the Academic Senate, as well as with our campus chancellors, executive vice chancellors/provosts, and vice chancellors for Student Affairs to develop long-term solutions regarding dependent care for UC staff, faculty, academic appointees, and students.

Sincerely,

A handwritten signature in black ink that reads "Michael V. Drake MD". The signature is written in a cursive style with a large, stylized "M" and "D".

Michael V. Drake, MD  
President

cc: Academic Vice Chair Cochran  
Provost Brown  
Vice President Lloyd  
Vice President and Vice Provost Gullatt  
Vice Provost Carlson  
Executive Director Baxter