



Robert Horwitz
Telephone: (510) 987-0887
Email: robert.horwitz@ucop.edu

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

September 24, 2021

MICHAEL DRAKE, PRESIDENT
UNIVERSITY OF CALIFORNIA

Re: Resolution on Dependent Care

Dear President Drake:

At its September 2021 meeting, the Academic Council unanimously endorsed the attached resolution from the University Committee on Faculty Welfare (UCFW). The resolution expresses support for new UC programs that will better support faculty, staff, and students who have dependent care responsibilities such as child care and elder care.

We know that the pandemic has affected every member of the UC community, and has been especially challenging for those with dependent care duties. We also know that individuals with dependent care responsibilities are disproportionately women, single parents, and faculty, staff, and students of color.

Access to affordable dependent care touches on all aspects of UC excellence. It is a critical infrastructure issue that is essential to the University's functioning, to the ability of UC faculty and staff to perform their jobs, and to the University's ability to recruit and retain outstanding women and diverse faculty.

One specific issue highlighted in the resolution is the lack of affordable child care options on or near UC campuses. The pandemic exacerbated and also drew attention to this longstanding problem. We understand that the availability of child care varies across campuses, but the bottom line is that there are not enough available spots to meet demand; wait times are too long; and costs are often prohibitive.

The Council recognizes that there is no single solution that will be viable for all campuses, and emphasizes that these recommendations are not intended to be prescriptive. However, we feel strongly that this longstanding issue deserves more serious systemwide attention. The University has been a leader in progressive family-friendly policies that support diversity, equity, and inclusion; however, employees and students who seek to balance careers and family are facing a crisis and need new solutions. We urge UCOP to act now to support the continued excellence of our faculty, staff and students. We look forward to working with you on solutions and next steps.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in black ink that reads "Robert Horwitz". The signature is written in a cursive style with a large, stylized 'R' and 'H'.

Robert Horwitz, Chair
Academic Council

Cc: Provost Brown
Vice Provost Carlson
Chief of Staff Kao
Chief Policy Advisor McAuliffe
Academic Council
Academic Senate Directors
Executive Director Baxter

Encl.



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Shelley Halpain, Chair
Shalpain@ucsd.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th
Oakland, CA 94607-5200

July 13, 2021

**MARY GAUVAIN, CHAIR
ACADEMIC COUNCIL**

RE: Dependent Care Resolution

Dear Mary,

As you know, UCFW has long been concerned about access to and availability of dependent care, especially child care, particularly for junior faculty. While we recognize that there are budgetary constraints and that many aspects of dependent care solutions will vary by location, we feel dependent care is both a social good and a powerful recruiting tool, and so it is important for systemwide priorities to include dependent care explicitly and for certain systemwide minimum expectations to be set. Accordingly, we have drafted the enclosed resolution, and we ask for your support in advancing it to the President, Provost, and campus Senate leadership.

Sincerely,

Shelley Halpain, UCFW Chair

Encl.

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate
Robert Horwitz, Academic Council Vice Chair

Whereas the UC is a public institution that serves a diverse community and may lead through example as California's third largest employer; and

Whereas the mission of the faculty and staff are to ensure the highest quality in instruction, research, and service to the University and the state; and

Whereas the UC strives to acquire and retain a diverse community of scholars, artists, educators, and thought leaders, including women and members of underrepresented minority groups; and

Whereas the hiring and retention of faculty members who, in order to achieve these high standards, must be supported throughout their academic career in a manner that is conducive to work-life balance and high morale; and

Whereas the UC has committed to promoting a family-friendly environment; and

Whereas many UC campuses reside in regions that pose great challenges to affordable living in proximity to the campus; and

Whereas the Covid-19 pandemic of 2020-21 and the California wildfire emergencies of 2019-20 amplified significant gaps in dependent care systems; and

Whereas the entire University enterprise, notably its productivity and accomplishments, suffers when access to appropriate dependent care is limited

Therefore, be it resolved that the UC is urged to ensure quality, affordable, and readily accessible dependent care for all community members. The systemwide UC administration is prevailed upon to lead and examine this problem systematically, and with urgency, to define a suite workable solutions to enhance local support for employees and students with dependent care responsibilities. The University Committee on Faculty Welfare discussed several possible means to achieve this, including, but not limited to, the following ideas:

- Ensuring that every campus provides adequate on-site (or adjacent) infant care & preschool services
- Establishing benchmarks to support dependent care equitably across the UC system
- Contracting with local care providers
- Providing childcare subsidies
- Supporting short-term emergency dependent care (e.g., backup babysitting) for those with urgent, on campus duties