

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Sense of the Senate Resolution Document Number SSR0122S

Date of Senate Approval 04/28/2022

-----  
Statement of Faculty Senate Resolution:

**FWDC 7: Address Inequities and Lack of Support for Working Parents on Campus**

***Sense of the Senate Resolution***

---

**Whereas**, UNC Asheville holds as its core values diversity and inclusion, innovation, and sustainability; and

**Whereas**, UNC Asheville strives to meet these values through openness to change, creative and innovative approaches to programmatic growth including sufficient operating resources and support systems; and

**Whereas**, the results of the [2017 FWDC Childcare Needs Survey](#) and Allie Ellenbogen's [2022 Childcare Survey](#) highlighted the needs and desires for greater support for child care demands for UNC Asheville's faculty, staff, and students; and

**Whereas**, UNC Asheville is one of 5 UNC System Schools (out of 16 schools) without its own child care facilities or other supports for child care; and

**Whereas**, Asheville is experiencing a real and severe shortage of child care options leading to long wait lists and few options for quality child care,

**Whereas**, a group of faculty and staff has produced a [proposal](#) outlining the need and proposed child care solutions for working parents,

**Therefore, Be It Resolved** that the following recommendations are made to address the needs of working parents (faculty, staff, and students) in our UNC Asheville community:

- Human resources works with the administration to allow more flexible work arrangements for parents as needed for child care closures related to illness, school holidays, weather, COVID, or similar events.
- The administration will clearly communicate with the campus community regarding expectations for students and employees on days when child care is not available (e.g., snow days, remote learning days due to the pandemic, etc) with particular respect to expectations of attendance at meetings, classes, etc., options for bringing children to campus, and flexibility of work/class arrangements.
- Human Resources works with the administration to provide childcare application fees as a benefit for students and employees.
- The university understands the schedules of working parents and commits to no meeting lasting past five o'clock without advance notice. While situations may arise when meeting within normal working hours is not possible, these situations should be considered exceptions rather than normal expectation.
- The university creates and maintains a list of local childcare providers that can be shared with students and employees.
- The university will support students and employees with child care through one of the following options (listed from least to most supportive for parents):
  - The university arrange with child care providers discounted childcare for students and employees (e.g., the university contributes to the cost of childcare), or
  - The university establish partnerships with community child care facilities that can help offset regular child care for after school care, holidays, snow days, and other events that fall outside the typical work day (e.g, graduation), or
  - The university potentially secure an all- day childcare center on or near campus that serves UNC Asheville students, faculty, and staff (and local community when spots are available).

The Faculty Senate encourages the Chancellor to appoint a person or office to operationalize this resolution.