



# *The University of Vermont*

## *Staff Council*

*Serving as a voice and advocate for all staff at UVM, since 1971.*

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February 7, 2012

To: Jan K. Carney, M.D., Chair, University Benefits Advisory Council

From: Ida Russin, Staff Council President

Michelle Smith, Staff Council Vice President

Staff Council Compensation, Benefits and Budget Committee

Re: Staff Council Letter of Support for UBAC Efforts Regarding Child Care

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The Staff Council and the Staff Council Compensation, Benefits and Budget Committee support the work of the University Benefits Advisory Council and the President's Commission on the Status of Women Proposal for Campus Child Care, recommending access to affordable and quality childcare for UVM faculty and staff. This longstanding issue has been viewed by UVM as an area of concern that affects the institution's ability to recruit and retain productive faculty and staff.

We want to support you in reinforcing the importance of parental leave and access to affordable and quality childcare for faculty and staff as essential to achieving the vision of the University of Vermont.

The following are the UBAC 2011 recommendations:

1. The Council continues to support combining the Trinity and UVM childcare programs in a single, expanded facility.
2. We strongly recommend that the following practice be continued: In new capital construction projects, including renovation, examining the feasibility of on-site child care should be integrated into the planning process. In addition to proposals for a stand-alone child care facility; consideration should be given *specifically* to such a project within any new Athletics facility.
3. We continue to recommend efforts to reduce vacancy rates of existing home-based child care providers by increasing the percentage that have achieved Vermont STARS quality recognition.
4. We recommend continued efforts to develop and implement a policy on parental leave for funded graduate students and post-doctoral trainees. The goals would be protection of their status during time off including consideration of basic income protection, maintaining student status, health insurance, and "stopping the clock" on their academic requirements. Human Resource Services professional staff will continue discussion and work with leaders in the Graduate College.

We would like to honor and support the work and commitment to child care availability and affordability being done by your committee and others across campus. Thank you for your efforts in this regard.

cc: John Bramley, Interim President

Richard Cate, Vice-President, Finance and Administration

Gary Derr, Vice-President, Executive Operations and Chief-of-Staff

Barbara Johnson, Associate Vice President for Human Resource Services