



# CALIFORNIA STATE UNIVERSITY, LONG BEACH

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## OFFICE OF THE ACADEMIC SENATE

### **Resolution in Support of CSULB Faculty and Staff Parents and Caregivers**

- Whereas: CSULB is a public institution that prides itself on building an equitable and empowering university culture that embeds diversity into the fiber of the university and confronts patterns of systemic inequity affecting students, faculty, and staff; and
- Whereas: CSULB calls upon faculty and staff to ensure our campus is ready for students through engagement with incoming students, fostering a community of belonging, development of agile curricula, and promotion of student success; and
- Whereas: CSULB seeks to recruit and retain diverse faculty and staff, including parents and caregivers; and
- Whereas: The hiring and retention of faculty and staff who are parents and caregivers must be supported throughout their academic careers in a manner that is conducive to high morale and the ability to support their families through continued employment and progression through the RTP or other promotion process; and
- Whereas: CSULB has committed to promoting a family-friendly environment and becoming a campus of care; and
- Whereas: The COVID-19 pandemic exacerbated existing barriers to accessing high-quality, affordable dependent and older adult care; and
- Whereas: The work of faculty and staff, including productivity and accomplishments, suffers when access to high-quality, affordable, dependent and older adult care on or in close proximity is limited; and
- Whereas: When schools and child care centers close, the additional responsibility of providing or locating alternate child care overwhelmingly falls to women family and staff, often at the expense of their workplace productivity, career trajectories, income potential, and ability to promote or earn tenure; and



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- Whereas: The CSU 2020 Recruitment and Retention Report indicated that across the system, female faculty outnumbered male faculty 3 to 2 among new tenure track hires, with faculty in the Assistant and Associate Professor groups most likely to have young children and in need of high-quality, affordable, dependent care located on or in close proximity to the university; and
- Whereas: CSULB is located in a region that poses great challenges to affordable living in proximity to campus. The lack of high-quality, affordable, early childhood education centers located on or in close proximity to the university may have a disproportionate impact upon Black, Indigenous, and people of color (BIPOC) and other groups with a historic lack of access to generational wealth and resources (with 31% of the 2020 CSU new tenure-line faculty cohort identifying as BIPOC and only 7% identifying as White); and
- Whereas: When state funding is used to remodel or relocate campus programs, including but not limited to campus child care centers, the university has a responsibility to use these funds responsibly, with appropriate stakeholder involvement, and in a manner that benefits the public good both currently and in the future; and
- Whereas: Faculty and staff who are parents and caregivers should be consulted early and often as key stakeholders when campus child care centers are relocated and/or closed, as such decisions may significantly affect their faculty and staff productivity, their ability to continue serving students, and their ability to support their families, their children's emotional health and well-being; and
- Whereas: Staff teachers at campus child care centers should be consulted early and often as key stakeholders when campus child care centers are relocated and/or closed, as the retention of these front-line essential workers is vital to the mission of the university, the productivity of faculty and staff, the provision of student services, and education of the next generation of Californians; and
- Whereas: The campus community benefits when university communications regarding parent-caregiver issues affecting faculty and staff, including but not limited to the relocation and/or closure of campus child care centers, are frequent, transparent, collaborative, and collegial in nature with consideration of the potential impact upon faculty and staff seeking tenure and other promotions; and



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### THEREFORE, BE IT RESOLVED:

- Resolved: CSULB is urged to ensure continuous, high-quality, affordable, and readily accessible dependent and older adult care on or near campus for all faculty, staff, and students in need of such services, including but not limiting to relocating child care centers during construction, expanding child care services, contracting with local child care providers in close proximity, providing child care subsidies; providing access to emergency child care services for those with urgent, on campus duties; and be it further
- Resolved: CSULB is urged to develop more flexible telecommuting options for all faculty and staff to provide uninterrupted student services when they, those for whom they care, or those who help them with care are mildly ill, recuperating, or quarantining; and be it further
- Resolved: CSULB is urged to establish and support a Parent and Caregivers Affinity Group to promote the retention of faculty and staff who are parents and caregivers; and be it further
- Resolved: The CSU system is prevailed upon to lead and examine this problem systemically, and with urgency, to define a suite of workable solutions to enhance local support for faculty, staff, and students with dependent and older adult care responsibilities; and be it further
- Resolved: The CSU system is urged to establish benchmarks to support dependent and older adult care equitably across the 23 campuses.