



THE UNIVERSITY of NORTH CAROLINA
GREENSBORO

Increasing Family Friendly Benefits at UNCG:

A joint proposal on behalf of Faculty, Staff, & Students

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June 16, 2008

This document is a supplement to
Initial Rationale for Increasing Family Friendly Benefits at UNCG
prepared by Christine E. Murray on November 30, 2007.

INCREASING FAMILY FRIENDLY BENEFITS AT UNCG:

A joint proposal on behalf of Faculty, Staff & Students

Introduction:

This document focuses on providing potential solutions to accomplish the 3 goals outlined in Christine Murray's proposal, *Initial Rationale for Increasing Family Friendly Benefits at UNCG*. These goals are:

1. To increase child/dependent care benefits and resources available to the UNCG community (faculty, staff, and students).
2. To provide nursing mothers within the UNCG community (faculty, staff, and students) with lactation resources.
3. To provide healthcare and other benefits for same-sex domestic partners of UNCG employees.

The author supports Murray's request to charge a task force to study these issues more extensively. The intent of this document is to specify potential objectives for each goal, and to identify possible directions that a task force (and ultimately, the University) can take to address the issue of increasing family friendly benefits at UNCG.

The examples of actions from other UNC campuses, actions at other universities, and actions beyond academia presented are the result of a brief internet search by the author. Many other actions and models of family friendly benefits may exist and are encouraged to be explored.

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Summary of Goals and Objectives:

I. CHILD AND DEPENDENT CARE

Goal: To increase child/dependent care benefits and resources available to the UNCG community (faculty, staff, and students).

Objectives:

1. To provide accessible and user-friendly resource/referral services for child/dependent care.
 2. To provide assistance in accessing affordable, quality child/dependent care.
 3. To increase child/dependent care options that meet varying needs/schedules including full-time care, part-time regularly scheduled care, drop in care, babysitting care during evening hours, school-age care for before and after school, and summer care for school aged children.
 4. To increase flexible work practices to accommodate child/dependent care needs.
 5. To become a community leader in increasing awareness of child/dependent care issues and providing innovative solutions that serve as a model for both the UNCG community and the general community.
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II. LACTATION FACILITIES

Goal: To provide nursing mothers within the UNCG community (faculty, staff, and students) with lactation resources.

Objectives:

1. To provide nursing mothers with accessible lactation facilities on campus.
 2. To assist nursing mothers in obtaining lactation equipment.
 3. To provide lactation consultation resources to nursing mothers.
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III. BENEFITS FOR SAME-SEX DOMESTIC PARTNERS

Goal: To provide healthcare and other benefits for same-sex domestic partners of UNCG employees.

Objective: To extend benefits to same-sex domestic partners of UNCG employees.

I: CHILD AND DEPENDENT CARE

Goal: To increase child/dependent care benefits and resources available to the UNCG community (faculty, staff, and students).

Objective #1:

To provide accessible and user-friendly resource/referral services.

Possible Actions

A. Actions at other UNC campuses

1. East Carolina University child care resource website
<http://www.ecu.edu/cs-studentlife/offcampus/Child-Care-Resources.cfm>
2. NC State University child care resource website
http://www.fis.ncsu.edu/benefits/child_care/
3. UNC Chapel Hill child care resource website
<http://hr.unc.edu/Data/SPA/benefits/workfamily/childcare>

B. Actions at other universities

1. University of Oregon "Work and Family Services"
<http://hr.uoregon.edu/workfamily/>
2. University of Utah Child Care Office
<http://www.childcare.utah.edu/flash/learn/index.html>
3. University of California, San Francisco Child and Elder Care Resources
<http://www.campuslifeservices.ucsf.edu/childcare/>
4. University of Minnesota Child Care Resources
<http://www1.umn.edu/ohr/worklife/childcare/>

C. Actions beyond academia

DuPont "Just In Time Care"

An emergency/back up service employees call to access dependent care options including home care, drop-in center care for children and elders, holiday and snow day care. Provides care options at and near the work site.

http://www2.dupont.com/Career_Center/en_US/life_at_dupont/worklife_balance.html

D. Other possible solutions

1. Develop a UNCG Childcare referral website with links to service providers.
 - A. Partner with Guilford Child Development and the North Carolina Division of Child Development to provide links to childcare resources with ratings.
<http://www.guilfordchilddev.org>
http://ncchildcare.dhhs.state.nc.us/parents/pr_sn2_cqcfaq.asp
 - B. Provide list of faith community (church/synagogue/mosque) preschool programs.
 - C. Provide list of regional resources including summer camps and after school care.
Example: http://www7.acs.ncsu.edu/benefits/child_care/summer_camp.asp
 - D. Partner with the UNCG student employment office and campus community service organizations to provide babysitter listings. *Example:*
<http://hr.unc.edu/Data/benefits/workfamily/childcare/providerlist/Provider-Details.pdf>
2. Establish an informal network of support and communication for parents/caregivers within the UNCG community.

Objective #2:

To provide assistance in accessing affordable, quality child/dependent care.

Possible Actions**A. Actions at other UNC campuses**

1. NC State offers sliding scale tuition discount through a partnership with a corporate child care provider.
http://www.fis.ncsu.edu/hr/forms/benefits/childcare/trifold_brochure.pdf
2. UNC Chapel Hill provides a Childcare Financial Assistance Program to students and employees. <http://hr.unc.edu/Data/benefits/workfamily/childcare/subsidy>

B. Actions at other universities

1. University of West Virginia Child Care Assistance Program provides reimbursement to employees for child care based on university funds and employee income. <http://www.hr.wvu.edu/benefits/childcare.cfm>
2. University of Arizona has an employee child care voucher program and a student child care subsidy program.
http://lifework.arizona.edu/cc/ee_prog/voucher_prog.php
http://lifework.arizona.edu/cc/stu_prog/subsidy.php?toggle=stud
3. Princeton University Student Child Care Assistance Program provides grants to students to help them meet the costs of childcare.
<http://gradschool.princeton.edu/studentlife/childcare/sccap/>

C. Actions beyond academia

Several labor unions have established child and elder care funds to provide financial assistance to employees with child and elder care needs.

http://www.working-families.org/contractlanguage/childcare_fund.html

D. Other possible solutions

1. Offer employees child/dependent care waivers in addition to or in lieu of tuition waivers.
2. Establish child care and elder care funds that are options for giving during the State Employees Combined Campaign (SECC) as well as various University fundraising campaigns.

3. Solicit philanthropic contributions to start a scholarship fund for people who do not qualify for childcare subsidies.
4. Establish partnerships with community day care and preschool providers with discount rates for UNCG employees and students in exchange for interns/student teachers, staff development programs, and/or other University support.

Objective #3:

To increase child/dependent care options that meet varying needs/schedules including full-time care, part-time regularly scheduled care, drop in care, babysitting care during evening hours, school-age care for before and after school, and summer care for school aged children.

Possible Actions**A. Actions at other UNC campuses**

On site child care programs that give priority to the University Community

- Appalachian State University
- Fayetteville State University
- UNC Chapel Hill – also serves UNC Hospital community
- Western Carolina University
- Winston-Salem State University – also serves general community

Note: Long waiting lists exist for many campus childcare facilities.

B. Actions at other universities

1. On site child care programs that give priority to the University Community
 - University of Oregon
 - University of Georgia
 - University of Tennessee at Knoxville
 - University of Virginia
2. University of Arizona offers programs for sick child emergency/back-up care and summer care. <http://lifework.arizona.edu/cc/sickchild/>

C. Actions beyond academia

DuPont “Just In Time Care”

An emergency/back up service employees call to access dependent care options including home care, drop-in center care for children and elders, holiday and snow day care. Provides care options at and near the work site.

http://www2.dupont.com/Career_Center/en_US/life_at_dupont/worklife_balance.html

D. Other possible solutions

1. Revise the policies of the UNCG Child Care Education Program (CEEP) to make serving UNCG-affiliated families a priority (if this could be achieved without disrupting the program’s function as a training facility).
2. Develop a new child care facility (not affiliated with the CCEP) designed to serve UNCG-affiliated families.
3. Partner with regional drop-in care centers.

4. Partner with students, service organizations, faith communities, retirement communities, local schools and other colleges to establish a network of care providers.
5. Include child/dependent care as an option for community service projects and Service-Learning experiences for students
6. Provide afternoon care by partnering with local faith communities providing morning preschool care. Use existing facilities to extend service hours with afternoon program operated as a learning lab for Human Development and Family Studies students.
7. Develop and run a low cost summer day camp program at UNCG managed by Human Development and Family Studies students and education majors.

Objective #4:

To increase flexible work practices to accommodate child/dependent care needs.

Possible Actions**A. Actions at other universities**

University of Arizona provides resources to employees and employers on work/life support alternatives. <http://lifework.arizona.edu/wls/index.php>

B. Actions beyond academia**1. Best Buy Results-Only Work Environment (ROWE)**

Employees are not required to work in the office during set hours. They are evaluated on tasks successfully completed, not by the time spent in the office.

http://www.businessweek.com/magazine/content/06_50/b4013001.htm

<http://www.workforce.com/section/09/feature/24/54/28/>

<http://69.12.29.100/CareerCenter/Culture.asp>

2. The Labor Project for Working Families cites several examples of flexible work practices.

<http://www.working-families.org/contractlanguage/worktime.html>

D. Other possible solutions

1. Support and provide resources for employee job sharing.
2. Allow flexible work hours.
3. Allow telecommuting options for employees.

Objective #5:

To become a community leader in increasing awareness of child/dependent care issues and providing innovative solutions that serve as a model for both the UNCG community and the general community.

Possible Actions**A. Actions at other universities**

1. The University of Oregon has a standing committee comprised of faculty, staff, and students, called the Child Care and Family Support Committee.
<http://www.uoregon.edu/~assembly/FacultyGovernanceArchive/dircom/ChildCare.html>
2. The US Department of Health and Human Services, Administration for Children and Families has compiled a list of after school programs resulting from collaborative efforts between universities and state agencies.
<http://www.nccic.org/afterschool/results.php?category=38&state>

B. Actions beyond academia

The New York State Board of Cooperative Education Services (BOCES) includes child care training in their vocational education program:

- <http://www.oneida-boces.org/ctec/EarlyChildEd.htm>
<http://www.pnwboces.org/techcenter/tech/courses/specialprograms/Childcare.htm>
<http://www.monroe2boces.org/programs.cfm?subpage=109>
<http://www.moboces.org/index.cfm?mid=160&CID=333&bid=5>

C. Other possible solutions

1. Partner with Cooperative Extension to offer babysitting training.
2. Establish Community Child/Dependent Care Training Centers in partnership with faith communities, Cooperative Extension, Red Cross, and other community groups. Offer babysitting training, elder care training, first aid and CPR training facilitated by qualified students and others within the community.
3. Sponsor community service projects for organizations to provide part-time child/dependent care options including after school care, afternoon care, evening care, and summer care.
4. Seek grants to establish community partnerships with faith communities and retirement communities providing daycare and after school/afternoon care.
5. Seek corporate involvement in recognizing and addressing community child/dependent care needs.

6. Partner with regional school systems to include child care training in their vocational education programs and establish High School Child Care Centers as learning labs.
7. Implement professional development workshops to educate faculty, staff, and administrative personnel about the importance of family-friendly benefits and effective strategies for employees who are managing career and family demands.

II: LACTATION FACILITIES

Goal: To provide nursing mothers within the UNCG community (faculty, staff, and students) with lactation resources.

Objectives:

To provide nursing mothers with accessible lactation facilities on campus.

To assist nursing mothers in obtaining lactation equipment.

To provide lactation consultation resources to nursing mothers.

Possible Actions

A. Actions at other UNC campuses

UNC Chapel Hill provides lactation facilities

B. Actions at other universities

1. The University of Oregon has a lactation facility on campus.
http://www.uoregon.edu/~uopubs/bulletin/stu_serv_index.shtml
2. The University of Arizona's "Mommy Connections" Lactation Program for employees and students provides lactation facilities as well as assistance with the purchase/rental of lactation equipment.
<http://lifework.arizona.edu/wls/lact/lact.php>

C. Actions beyond academia

CIGNA's "Working Well" program provides lactation equipment and facilities.
http://www.breastfeeding.com/reading_room/corporate.html

D. Other possible solutions

Establish campus lactation resources including a website with links to lactation consultation and equipment service providers.

III: Benefits for Same-Sex Domestic Partners

Goal: To provide healthcare and other benefits for same-sex domestic partners of UNCG employees.

Objective:

To extend benefits to same-sex domestic partners of UNCG employees.

Possible Actions

A. Actions at other UNC campuses

1. University-sponsored benefits for domestic partners exist at UNC Chapel Hill. Also, partners are included in the Faculty Spousal and Partner Hiring Assistance Program. <http://hr.unc.edu/EPA-Data/Faculty/spousal hiring>
2. University-sponsored benefits for domestic partners are in development at NC State University.
3. Both the UNC Faculty Assembly and the UNC Staff Assembly are developing proposals in support of University-sponsored benefits for domestic partners.

B. Actions at other universities

2. University-sponsored benefits for domestic partners exist at:
 - University of Oregon
<http://hr.uoregon.edu/benefits/summary.html> and
<http://hr.uoregon.edu/benefits/domestic.html>
 - University of Kentucky
http://news.uky.edu/news/display_article.php?artid=2228

C. Other possible solutions

Extend benefits to same-sex domestic partners of UNCG employees.

Resources

Employer Options for Child Care: Effective Strategies for Recruitment and Retention. Penn State College of Agricultural Sciences, Cooperative Extension, Pennsylvania State University 2001. http://betterkidcare.psu.edu/employer_options.pdf

Providing Child Care at East Carolina University. Preliminary Report, October 9, 2006. <http://author.ecu.edu/cs-acad/fsonline/customcf/facultysenate/childcare.pdf>

Guilford Child Development: <http://www.guilfordchilddev.org>

Establishing a Corporate Lactation Program
http://www.breastpumpsdirect.com/establishing_a_corporate_lactation_program_a/149.htm