



RESOLUTION #06012024

STAFF COUNCIL RESOLUTION ON CHILDCARE FACILITY AT UAA

WHEREAS: Affordable, accessible, quality childcare is scarce in the Anchorage community; and,

WHEREAS: Childcare scarcity presents a hardship for students, staff, and faculty with young children; and

WHEREAS: UAA students who are parents need inexpensive and onsite childcare to learn from and engage with the UAA community; and

WHEREAS: An on- or near-site facility would present a learning opportunity not only for children but for our students and future educators; and

WHEREAS: UAA has a diverse range of expertise to engage with the community in creating a professional prototype for designing early childhood education facilities; and

WHEREAS: A childcare facility may make UAA a more compelling, family-friendly place to work; and **WHEREAS:** A childcare facility may help UAA achieve multiple key aspirations of UAA 2027; and

WHEREAS: Federal funds may be available to support child care programs at two- and four-year colleges (<https://www.usnews.com/education/best-colleges/paying-for-college/articles/2018-05-16/what-to-know-about-child-care-access-in-college>); and

WHEREAS: Lack of childcare and support for both the employees and the students' families can jeopardize not only the economy but the well-being and emotional health of everyone. Employees' productivity, as well as the students' performance, may be affected when they are required to provide care and support to their children alone and without help; and

WHEREAS: Many studies have proven the benefits in the children's development and health of



high-quality childcare, breast milk, and appropriate parenting skills. Recognition of not only the financial challenge of raising children but supporting lactation and the development of parenting skills may promote loyalty to UAA among the employees and the students who feel valued and understood.

<https://www.higheredjobs.com/HigherEdCareers/interviews.cfm?ID=3200&Title=How%20Investing%20in%20Childcare%20Benefits%20Students%2C%20Employees%2C%20and%20Ultimately%2C%20the%20University>); and

WHEREAS: Research prior to the pandemic shows that access to affordable child care—especially services provided on college campuses—may be linked to improved persistence and completion among college students with children (DeMario 2017; Reichlin Cruse et al. 2019); and

WHEREAS: Childcare was previously offered at UAA but cut during budget reductions.

Therefore, be it resolved: THAT THE UAA STAFF COUNCIL supports the inquiry and recommendation efforts of the Leadership Anchorage and Employee Experience Teams as they develop and propose possible options for UAA to reimagine and reinstate an early childhood development center that is accessible to students, staff, and faculty across the UAA community.

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Brandon McKinney
Staff Council Co-President

Adopted by a vote of 11-0 yes majority by the UAA Staff Council on the 19th day of June 2024.