

**Motion 5 10-4-21**

WHEREAS the number of COVID cases among young children are on the rise throughout Michigan, and children below the age of 12 cannot be vaccinated at this time; and

WHEREAS pre-schools, kindergartens, and schools in the area have already seen intermittent closures or moved instruction online; and

WHEREAS it is reasonable to expect further closures or shifts to virtual instruction; and

WHEREAS the additional burden on instructors who care for young children is considerable and at times unmanageable; and

WHEREAS this burden is unevenly distributed, leading to measurable negative effects on the careers of women and people of color in particular and care-givers in general; and

WHEREAS it is the University's interest and responsibility to enable UM instructors to thrive in both teaching and research; now therefore

BE IT RESOLVED that the University provide all instructors and staff who care for young children the option to move their teaching or their office work online if their children cannot attend school in person, whether because they are unvaccinated or must quarantine, or are receiving medical or mental health care at home; and

BE IT RESOLVED that this process be handled at the departmental level; and

BE IT RESOLVED that the University devote significant resources to materially and structurally support parents of young children; and

BE IT RESOLVED that SACUA immediately appoint an ad-hoc committee to determine recommendations as to the shape and extent of this support.

Motion Submitted by:

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