

**The University of Michigan  
University Senate  
Motion #042726-1**

**Resolution Calling for Support for Faculty and Staff Childcare Needs**

**Whereas** the University of Michigan is a public institution that prides itself on promoting equity and a culture of care;

**Whereas**, as of fall 2023, the Ann Arbor campus has 8,189 faculty members and 18,422 regular staff, 500 instructional faculty and 500 staff in Flint, and 755 instructional faculty and 500 staff in Dearborn. Over 75% of University of Michigan faculty and staff—across all three campuses and hospitals—live in Washtenaw and Wayne counties, with 62.2% in Washtenaw County and 13.4% in Wayne;

**Whereas** faculty research and teaching suffer without access to high-quality, affordable childcare;

**Whereas** University of Michigan faculty with children often spend years on the waitlist for the University of Michigan daycare centers. As of May 1, 2025, [1,094 children](#) were waiting for placement across the three University centers;

**Whereas** University of Michigan childcare is more expensive than many other institutions in the state (Full-time monthly tuition for babies and toddlers is \$2,353, whereas full-time tuition for infants at Michigan State University is \$1,454 and \$1393 for toddlers); and

**Whereas** it is not always possible to get a substitute caregiver on days with severe weather;

**Therefore, be it resolved** that the University support teaching mode flexibility on snow days when daycares close and K-12 schools have canceled classes so that staff and faculty can work from home;

**Be it further resolved** that in addition to current options like Kennedy Care that are provided by HR the university provide all University employees, irrespective of rank or income, with a [Care.com](#) membership and a fixed discount on caregiving services negotiated by the University that applies to all employees on [Care.com](#), because caregiving can take many forms (like care of elderly parents etc.) and [Care.com](#) offers a broader bouquet of services;

**Be it further resolved** that the university provide child-friendly co-working spaces like [Student Parent and Caregiver Study Rooms](#) that are already provided to graduate students, because not all departments are necessarily spaces where children are welcome;

**Be it further resolved** that the University of Michigan align our fall and winter breaks with Ann Arbor Public School (AAPS) breaks so that faculty, the majority of whom live in Washtenaw County, may travel or otherwise enjoy family time together and parents do not need to secure childcare during the AAPS break;

**Be it further resolved** that the University increase the number of childcare centers to accommodate more faculty and staff; and

**Be it further resolved** that the University raise wages for Early Childhood Educators at U-M to the minimum salaries and raises requested by University Staff United (USU).

***Movant: Gretchen Keppel-Aleks, Associate Professor of Climate and Space Sciences and Engineering, College of Engineering***

***Supporting Members:***

***Swapnil Rai, Associate Professor of Film, Television and Media, Communication and Media (Courtesy), Women's and Gender Studies (Courtesy), College of Literature, Science, and Arts***

***Katherine Manz, Assistant Professor of Environmental Health Sciences, School of Public Health***

***Devi Mays, Associate Professor of Judaic Studies, History (Courtesy), Comparative Literature (Courtesy), College of Literature Science and Arts***

***Stella Yu, Professor of Electrical Engineering and Computer Science, College of Engineering***

*Approved by the University Senate on April 30, 2026*

*Results: Yes, 1863 (87.9%); No 256 (12.1%); Abstain 217- Motion PASSED*