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**ACADEMIC SENATE**  
**Resolution 20/21-01**  
**Support for caregivers under COVID conditions**

5 WHEREAS the Senate acknowledges that faculty, staff, and students with family  
6 caregiving responsibilities are experiencing considerable difficulty in juggling  
7 those responsibilities with their USC duties under COVID pandemic conditions;  
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9 WHEREAS the Senate is also concerned that those difficulties fall  
10 disproportionately on already disadvantaged groups;

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12 WHEREAS the Senate acknowledges that the University has already taken steps  
13 to provide back-up care for the dependents of faculty and staff, and the  
14 university has limited resources available during the pandemic and current  
15 economic downturn;

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17 BE IT RESOLVED that the Academic Senate hereby urges university leaders at  
18 all levels, including the Provost, Deans, and department and program chairs, to  
19 make every reasonable effort to provide faculty, staff, and students with the  
20 support that they need so that we can continue to deliver excellence in those  
21 activities that have highest priority. The list below provides possible options for  
22 consideration:

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24 **University-level actions**

25  
26 1. Clearly communicate the university's leave policies for faculty, staff, and  
27 graduate students, including how to request leave to care for others. Exempt  
28 leave taken during COVID from the 2-year limit allowed for unpaid family  
29 leaves.

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31 2. Clarify options available to faculty in the Flexible Spending Account (FSA)  
32 dependent care program.

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34 3. Create a mechanism for faculty to connect with other families near their  
35 homes so they can form childcare "pods."

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37 4. Organize online homework/tutoring support for school-age kids, by grade  
38 and in small groups, offered at several different time slots. Employ  
39 undergraduate students with tutoring experience and pay them work study or  
40 university student employment funds.

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42 5. Create an online support group for caregivers, perhaps through the  
43 Center for Work and Family Life.

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45 6. Encourage creation of and explore options for university subsidies (akin  
46 to Bright Horizon Crisis Care) to allow flexibility in determining the best child  
47 care solutions for each individual circumstance.

48 **USC School-level recommendations**

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50 1. Modify the faculty member’s workload to reduce any non-essential work  
51 (e.g., reduce or eliminate service obligations or non-essential administrative  
52 responsibilities), and ensure that this modification of the workload profile will  
53 not affect the faculty member’s merit reviews, promotion path, or otherwise  
54 harm them, while still allowing them to meet their core responsibilities (for  
55 example, focusing on teaching this fall instead of research and service). Such  
56 adjustments should be made only by mutual agreement, and with due  
57 consideration of equity.

58  
59 2. Normalize flexibility in the scheduling of courses. Begin a dialogue to  
60 establish a stronger norm of long-term flexibility where course scheduling takes  
61 into account the caregiving needs of faculty alongside students’ needs.

62  
63 3. Defer or reduce service tasks or committee work or other meetings that  
64 are not time-sensitive or essential.

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66 4. Share instructor course material/facilitate team teaching. If teaching  
67 different sections of the same course, faculty should be encouraged to share  
68 pre-recorded lectures and presentation slides and assist with specific class  
69 meetings.

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71 5. Adjust teaching loads to stretch over subsequent terms, including  
72 maymester and summer.

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74 6. Allow faculty to work with graduate TA’s for course support.

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76 7. Actively help faculty and remove penalties for those who find they must  
77 cancel a class on short notice due to dependent care emergencies.

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79 8. Allow curriculog to accept curriculum changes on a rolling basis, to  
80 promote flexibility and adaptability in course proposals.

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86 Resolution Number: 20/21-01

87 Motion by: Executive Board

88 Date: Aug 19, 2020

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90 Action taken: Approved  
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