

Children in the Workplace Survey Comments –

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Oppose the Policy

- 1) Disproportionate negative impact on women
- 2) Vague/undefined terminology (e.g., frequent and continuous) allowing inequality in application and punishment
- 3) Proposal seems excessive. Why not allow supervisors and managers to address the issue in each department?
- 4) Missing information about punitive measures and an appeals process
- 5) Missing information about enforcement

The University is not a corporation. Human Resources should cultivate an appreciation for the nature of a four year institution of higher learning, rather than trying to force the University into a corporate mold. Universities have an entirely different purpose, which demands a different structure.

I often have my children on campus during the summer as participants in my classes, I teach Secondary Education, which includes a Texas Teacher Certification. My SFA students interact with my kids during class as part of the class as a transformative experience for them. This policy would inhibit my ability to accomplish transformative experiences with my pre-service teachers.

There is not an affordable after school child care option in surrounding rural areas. Often bringing kids to work with me is the only option since I live in a rural area and they attend a rural school.

If SFASU wants to attract high quality faculty and staff that are Hispanic to serve our Hispanic population of students, then they need to revisit and redefine what supports to provide to Hispanic faculty members. Hispanic families are often inclusive of grandparents, cousins, nieces and nephews. A policy against children on campus would directly discriminate against them.

This policy is vague and could easily be abused by someone who doesn't like a faculty member in their department.

No institutional research was done to support the development of this policy.

Terms such as "brief periods of time", "frequent basis", etc. need to be clearly defined.

Many of the exceptions to the policy pertain to minors that are enrolled in sponsored SFASU activities and programs. So basically, what this is saying is that if I as a parent pay for my child to be on SFASU's campus they can be here. If I don't pay however, they can't be here. Basically, this just says I need to pay SFASU money in order for my child to have the same rights to be up here as someone's child who goes to the charter school.

"It is not appropriate to bring children to the workplace...This includes...during school breaks" Then SFA needs to observe the same holiday times as schools and daycares in the area. For example, my husband and I both have to work for SFA on Labor Day. Since Our children's schools are closed that day. Who is to watch our kids if we are both at work. We don't have family here. Do you know how hard it is to find someone on Labor Day to babysit? My husband and I do not have the time to take off.

What else can we do. Those of us who have to bring our kids to work during certain holidays is not our problem, it's a problem with the university calendar. A policy of this kind certainly doesn't make sense in the School of Music, and it is discouraging to see this type of policy being seriously considered by our university.

A vast majority of faculty bring their kids on campus, and they cause minimal, if any, disruption. Should this proposal go into effect, the school should provide inexpensive childcare resources to faculty members.

After carefully reading the proposed policy and listening to the, primarily, faculty speak, I oppose such policy in its current state. SFA is a family, and it is important for the climate of professionalism to be enforced and valued. Trust is part of that. I do see a need for departments to make sure children in the workplace are not a hindrance to anyone at anytime, and parent take responsibility and liability for their own kids at all times. I do think this should be monitored by department head as it has been. Again a policy is being developed where common sense should be enough. The entire campus will be restrained (or penalized) for the poor behavior of a few.

We may eventually need a campus day care center but until then- to make employees seek day care for the occasional disruption to the school schedule, as an alternative to an hour or two each day after school, on weekends, etc. limits productivity by employees and strains family finances.

Children should not be brought on campus when sick. And at all times the parent should be responsible for the child, not the university. That would of course include not using computers, not being noisy or disruptive, etc.

One would think that educated adults would be responsible parents and that the administrators of their areas and work with employees to maintain a friendly working atmosphere.

Any resulting policy should be equally applied across campus. My department head sent out an email banning children from visiting. The message was sent the very same afternoon the spouse of an employee visited with a perfectly behaved newborn. It is not fair some departments encourage or at least allow baby visits and other department heads feel they have the right and authority to impose their beliefs on others.

Allowing children on campus is generally a good thing; it shows the university cares about its employees and that makes employees happier and more loyal. When traditional college-age students see kids on campus, it also breaks their age-bubble and reminds them that not everyone is 22 or 45. That's healthy for them. If there are problems with an individual child acting up or not behaving, that should be handled on a case-by-case basis, not with a sweeping policy that sends the (perhaps) unintended message that the university neither cares for nor supports its employees and their families. On a side note, I also think welcoming children on campus helps long-term recruitment. A kid who grows up feeling welcomed on campus is more likely to attend the school and tell friends to join them.

Although I do not work on campus there are times when I have my child/children in my office due to an early/late doctors appointment and would rather have them with me than take additional trips to daycare/school. I do not do this often however my immediate supervisor and our admin for our office is aware in the event that I am needed. I feel that knowledge and understanding from a supervisor well in advance is needed.

Although I sometimes fear that a recurrent presence of children on campus may inhibit concentration or learning within the academic setting, I do not feel that parents with young children should have their potential learning be disrupted if they are unable to find sitters so that they may go to class. Seeing their parents in college has the potential to set an example for what children to work toward when they reach college-age. Although some may believe a child is disruptive at times in the workplace, some do not have many other alternatives. If a child has to come to their parents' workplace out of necessity why not let them. It should be the parent's responsibility to let the child know how to behave correctly.

As a faculty member and Associate Dean, I have no reservations sharing that had this policy been in place when I was an assistant professor I would not hold the position I do today. When I was tenured and promoted to associate, I was the only woman in my college to have such a rank who had had children during the probationary period. So many pregnant assistant professors came to me for advice although I claim no expertise and can only recount my own experience. Since I had my second child in 2006 so much has changed at SFA for the better in terms of fostering a family friendly environment. This policy was really a blow to the gut in morale.

No one disputes that children should not play with chemicals in the chemistry lab. No one disputes that children should not skateboard through the hallways and disrupt classes and the workplace. However, I surmise no one would dispute that students, faculty, staff and visitors should not run rampant in the chem lab and scream in the halls. If indeed a policy is needed, can we not address the disturbance rather than targeting families? Can we not simply say SFA employees have the right to preserve the workplace and can address disruptive behavior?

Frankly, I question that multiple complaints were made this summer. I have talked to several other department chairs who expressed that they have never had an issue with children disturbing the workplace and that indeed their faculty and staff would be in violation of policy were it to pass. My children are featured in one of the SFA publicity videos. It leaves me ill at ease to think that the very children whose images are used by our marketing firm to create a family friendly message would be barred from sitting in my office reading or playing on a tablet for a couple of hours an afternoon. And what message does this send to students with children?

I was concerned that at the forum today staff members did not speak. I would surmise that this is out of fear of retribution. However, when I mentioned the policy to my administrative assistant, her face fell contemplating that she wouldn't get to have visits from kids. Other assistants have told me stories of how they are called Nana by faculty children, a title they are proud of.

I think we will shoot ourselves in the foot in terms of recruitment of both students and faculty should this policy be enacted. I cannot fathom how this would be enforced. Please keep in mind that it was only 12 years ago that a colleague in another department when she informed her (now retired) chair that she would need to have a C-section prior to her expected due date, was asked by said chair if she had given any consideration to her colleagues who would have to cover her classes. She was scolded. Other colleagues were referred to as "the knocked-up prof" a decade ago. We have made such progress with parking spaces, children's programs on campus, lactation rooms, etc. This policy is a step back. Administrators should have the ability to address disruptive or dangerous situations, but a policy targeting children will do much damage to our efforts to recruit and to market our institution.

As a non-traditional student I can not understand why you would want to ban children from the workplace. I know emergencies or school schedules can be different than work schedules and the need to bring children to work sometimes it there. SFA is touted as a family environment for all who come here. I hope that is the same for the people who work here.

As a parent and staff member I strongly oppose any policy keeping me from bringing my child to enjoy the SFA campus. I understand the argument of having my children around during my working hours and at my job site but enjoying a meal at the Student Center or reading books on the 4th floor of the library; is not disrupting anyone. I do think it will be the parent's responsibility to have control of their child and ensure the

safety of their child as I do mine. But keeping children away from campus is absurd! This campus used to house families who were receiving a higher education; we have a Charter School that engages it's students with real life learning programs such as being on campus interacting with faculty and staff. Why would a policy be made to limit this beneficial learning practice? Why are we trying to shame parents?

As a single parent, I personally know that with the minimum amount of compensation provided by jobs versus the amount of daycare/after school care, it is extremely difficult to provide care for minor children if you work until 5pm. Also, this campus use to be more family oriented and a place that displayed positive incentive for kids to see. Staff with children should have full support of being able to allow their kids to visit campus. True there should be some discretion and limitations because this is a professional workplace; however, complete restriction should not be a policy.

As a student, I find children in the workplace to be an enhancement to the learning environment. In no way do I feel that children have been a distraction to my learning environment. In addition, I feel the punitive measures would be difficult to carry out and it would be hard to tell who was truly using the campus as a "daycare center" due to the vague language of the policy. I also feel students could be directly impacted by this policy, for there are many students that are also parents.

As a working mother, it is extremely helpful to me to have the option of allowing my children with me when I'm in the office. I have a teenage daughter who suffers from severe depression and there are days that she cannot function enough to attend school and is not safe for her to be home alone. I am grateful that on those days I have the option of bringing her to work with me. She sits quietly in my office and disturbs no one and it gives me piece of mind that she is safe with me because I can keep my eyes on her at all times. If she were no longer allowed, I would have to miss work on these days. Allowing children at work, increases productivity and employee satisfaction.

As an institution of higher education I think children should be exposed to the campus but young children on a continuous or frequent basis can be an issue. I believe under the age of 12 is fine for functions, quick stops with a parent or relative to tend to short business is fine. Over 12 I think is acceptable at any time because exposure and becoming comfortable with a campus should instill positive concepts of higher education.

As long as SFA has no AFFORDABLE childcare solution, non-disruptive children should be allowed in the workplace after regular childcare/school hours.

As long as the child is not bothering other people or students in the office and the parent is with the child at all times, I think this is fine.

I honestly think the decision should be made by the person in charge of that office. Every office is different and work hours are different for staff and faculty. Also some

offices are more dangerous for small children than other offices. The person in charge of that office or department knows more about it than someone in another department. Some employees do not live in Nacogdoches, so having the opportunity to bring their child to campus for short periods of times on certain occasions is really a great benefit

As long as the children do not prohibit any staff from doing their jobs, i do not see a problem with the children being present.

As long as the children understand their parent is at work and they know to respect the environment then i have no problem with this.

As long as the presence of a child is not disruptive to the functioning of the workplace, I don't think there needs to be any action taken to limit such presence.

As long as they are not having a negative impact on the employee.

As someone who grew up with their primary parent being a faculty on a university campus, I oppose this proposed policy because it is only harming the family unit and the bonding that the parent may not be able to do anywhere else. I would leave it up to the parent of the children to decide whether or not the child is behaviorally ready to be on campus. It is a learning experience for all when a child is on campus. There is no need to ban them. We want to foster a healthy learning experience for them and for the students that are here. This campus has huge amount of students that work and are studying to be around children. I do not think that there are too many students that would see children's presence and be taken aback by it. Overall, this policy is nothing more than just hurting the family unit that the child is accustomed to and denying the growth of the child.

As was made clear at the forum, faculty and staff response to this policy is uniformly negative. In addition to the concerns raised, I think this policy will negatively affect STUDENT recruitment. All parents, including the parents of potential SFA students, know the struggles of balancing work and family, career and kids. If a parent is helping their child decide between SFA and another school, knowing that one school is hostile to allowing kids on campus may make the decision easy. I know I'd send my child elsewhere. This policy is unnecessary and detrimental to morale. I strongly oppose it, especially when sources tell me that only a handful of complaints (2) were levied as opposed to the "multiple" claimed.

At the forum, Loretta mentioned that this policy was developed to provide equability across campus when it comes to having minors in the workplace. However, when asked about what disciplinary actions would be taken to those who were not in compliance with such a policy she stated, "There would be disciplinary action which would be dependent on the manager". This response is in direct conflict with her interest in providing equability, as not all managers will discipline in the same format. Additionally, when asked multiple times how many complaints she received she could

not quantify her answer. Her lack of doing so makes it seem that there really weren't as many as she would like it to seem. Next, she mentioned that there was an abuse of power related to children in the workplace from managers in which she claims to have received complaints from lower-level staff. As the HR Director, it is her responsibility to address these on an isolated basis rather than creating a broad-sweeping, heavy-handed policy that negatively affects far more people than she obviously realizes. The issue isn't children. The real issue is the lack of professional development that should be required of all professional staff in a supervisory role to be trained and empowered to have critical conversations with employees when disruption does occur. We have got to stop putting people in positions of authority and not requiring any training or continual development for them to be better, this includes our administration. This institution needs to realize that its most important stakeholders are its employees. If you invest in your people they will invest in their work. Creating this policy will negatively impact campus morale. If you are interested in maintaining what morale the institution does have, show the employees that you listened and you care by not implementing an unfriendly family policy such as this one.

At times, you must allow for staff to also consider their families as emergencies do occur and child care is not always available.

Babysitters are costly and most kids do no harm or disturb students or hinder the work process

Being part of a small community with limited resources and services for parents, it is important to consider your employees' experiences in this community. A policy should be responsive to environmental forces that improve work environment and culture. Administration can work on making a welcoming environment that accepts different roles and involves members of its community.

By limiting children's access to campus, you are potentially limiting the involvement of your staff outside of their regular working hours. Allowing flexibility encourages a more positive, family friendly working environment.

Children brought to the campus rarely impede upon a student's ability to learn; there needs to be research and surveys done BEFORE enacting policy changes. Also, parents that have trouble paying for a daycare or are unable to get a babysitter would unintentionally be discriminated against because you are asking them to make a choice between work or children.

Children of faculty members do not pose a problem when they are there with their parents. As a teacher, I have always brought my own children to school and there has never existed any problems. These children exposed to the academic environment grow up to be stellar, outstanding, high academic achievers, at least from seeing my own kids develop and from seeing other teachers' children do the same. So, based on my premise, I do not see why college faculty members should have their children prevented from being at their parents' workplace.

Children should be allowed to see what a workplace to show examples to the youth of what work ethic is.

College is a place of learning, and should not be restricted to only people that are enrolled in school. Many faculty and/or staff members are parents, and most of them have children or grandchildren that attend the elementary school next to campus. If both parents are working on campus, then oftentimes there are no other places for the children to go after school, so restricting them from being on campus just because they are under 18 years of age is ridiculous. If the child or children are blatantly being disrespectful or disrupting classes, perhaps some action is necessary to limit the interruptions, but for the most part of what I've seen, the children are very respectful of others and do their best not to be disruptive to classes.

Common sense should prevail in this issue. If the children aren't causing a problem then it is fine for them to be on campus. If they are causing a problem, then a department chair or dean should take care of the issue on a case-by-case basis.

Considering that we boast about reaching out to non-traditional students which include working mothers, I think faculty and staff with children would better facilitated working relationships with our neighbors and community at large. To ban children off this campus, we would be discounting what many underpaid and under benefited staff much endure to take care of us.

Considering the lack of daycare, after school care, and summer program resources on and near campus, this proposed policy is absolutely ridiculous. This proposed policy therefore, would disrupt the lives of many working parents. In today's world, most household families require 2 working parents and without support from the employer and work community being both a parent and a successful employee would not be possible. SFASU is already VERY WEAK in support of working parents = this is a whole new can of worms! I feel that it is the responsibility of the academic dean and department chair to address any situation in which the child brought into the school or staying in an employee's office is disrupting the workplace. Lastly, I am extremely concerned with the amount of time given to respond to this issue. Half a week? Most other surveys sent to faculty have a longer response time. This issue is critical to the university's ability to attract and retain quality faculty that also would like to have a family. I have now worked or been a student at 6 academic institutions. The extremely limited resources that SFASU provides to employees are pathetic. The lack of paid maternity and paternity (outside of "sick" leave) should be illegal. This is the least the university could do in the absence of other supportive programs such as "Stop the Clock", "Spousal Hiring Assistance", etc. offered at other universities. If recruitment and retention of top-notch faculty, as outlined in the opening address by Dr. Bullard in Fall 2018, is a priority, this must change. As a female faculty member looking to start a family, I am struggling with the decision to stay at SFASU. I initially came to SFASU as it appeared to offer a family-oriented community. However, I am no longer sure this is true.

Due to the Holiday schedule at SFA, many day cares and/or schools are closed which causes an inconvenience to staff. In the past, these staff/faculty members were able to bring their children to work to meet the needs of SFA while making sure their family was cared for. This policy would impact this.

If the price of daycare at SFA's child care lab was more reasonable, it would provide a convenient opportunity for faculty/staff by having their children close by, which could possibly lower the amount of time these minors are on campus. Unfortunately the costs of the lab are extremely unreasonable so staff have to resort to outside sources that do not align with SFA's schedule.

During the summer there are no students in most buildings and even the students that are here there are substantially less of them. Child care is highly expensive and may not be an option for some. I can see both sides to the argument but if they are not disrupting things they should be able to stay.

Emergencies happen and parents should have the option to bring children with them to work as long as they are not contagious and well behaved.

Faculty and staff children, if well behaved and contained in the area of the SFA employee, should be allowed to be on campus. These children may well become SFA students as they age and creating a positive welcoming environment is critical to increasing and maintaining our registration numbers.

Faculty and staff often have children of their own, and childcare funds can be costly. If the university wants to ban parents from being able to watch their children at work, they should at least be compensated with some other solution to their childcare problem. Faculty and staff should be able to bring their children to campus. A huge part of the draw of SFA is our family friendliness. I know professors who allow students to bring their children to class because their students cannot find babysitters. We will be putting our students, faculty, staff, and the children all at a disadvantage.

Faculty should be able to bring their children to the campus.

Faculty should be able to bring their kids on campus with them, it is a public university, so why should they be restricted because they are children? If professors want their kids in their office or to eat on campus it is not bothering anyone. I enjoy seeing faculty with their kids knowing they care about SFA enough to show their children.

Family is a top priority to almost every single employee at SFA. This proposed policy creates tension and unneeded stress on every faculty or staff member with children. If any problems arise with children being on campus, the solution should be to take disciplinary action with the respective parties, not the creation of a university-wide policy that affects all employees.

If this university strives for excellence, it must support its faculty and staff, especially in the areas that are most important and valued by them.

Perhaps we need to curtail this policy for now and give it more thought and attention to be fair to everyone.

Handle on a case-by-case basis -- only if the situation becomes problematic.

Has there been a problem with children under 18 coming to campus frequently? I feel like I see them all the time when they come tour so what difference does it make if our faculty bring their children under 18?

I 100% agree with most of the comments made yesterday. I certainly know there is a balance somewhere, let's find it.

I do not agree with creating a policy that should really be addressed by departments/managers and supervisor. The real question is why are department heads/managers/supervisors/deans/ etc not discussing issues before they arise with their employees about loud/unruly children in the office or daycare all day every day for days on end? There should be a nice medium where children are welcomed on campus versus a policy that says they are not welcome at all. I know the policy does not physically say this, but emotionally it says volumes to your SFA employees. It says to your employees: 1. We don't want your children here, unless they are paying for their education. 2 Your children are a distraction, keep them at home. It also says to me, as a supervisor I have a little less discretion with my employees because i have policy that I must now police.

I agree that SFA should not be a child care facility but this policy can be punitive and it can contribute to inequality.

It is not family-friendly - which SFA stands for. We are part of a family-friendly community/town which is one of the main things that attracts faculty and staff. If children are not welcome, we will have a much smaller pool to select from - when we have a search. Some of the questions I am always asked when I am on a search committee are related to family, children and SFA's position on being family-friendly.

It goes against faculty feeling that they work in an appreciative environment (mere proposal of such a policy in this way is disappointing)- many of our faculty work over weekends and in the evenings - giving all to SFA.

One of the reasons I chose SFA - is the family-friendly nature as indicated during my interview. My child is part of my career. I empowered him to go to college because at an early age he was part of a college. He became part of the SFA family and completed his undergraduate and graduate studies here. He was very proud of being part of SFA even before he was a student here. Just seeing his mom work hard at an academic career inspired him from an early ages - I have heard this from many colleagues about their children.

This policy is not transformative - we live in an era where both parents are working, we have single parents as faculty/staff. Each person's situation is unique. There are definitely situations when a child has to be with one parent for a while - even while they are working.

We live in a rural area and we do not necessarily have extended family near when in a crisis situation.

Nursing mothers must be accommodated and they must feel that they are in a safe environment.

We need to embrace the strengths at SFA and being family-friendly is our strength.

I am a department chair and over many years here at SFA I have been aware of faculty and staff bringing children to campus. Some have done this on a regular basis. It has never been a problem in my department and I have never had a single complaint about the practice. If I had perceived a problem or had a complaint it would be my job to handle that situation in my department according to the unique circumstances of the incident and the needs and concerns of my academic area. I know that many of my faculty, when they have completed their teaching, service, and office hours for the day, will return to work with their children to continue contributing to the learning and mentoring environment. I am glad they can do this. If this policy were implemented I am sure these same faculty members would just stay home and not return to work. I feel that I get more work out of faculty and staff when we can accommodate their family needs. SFA needs to project a more family friendly message. This policy is not representative of who we are. We need to welcome, accommodate, and support families, not make them feel unwelcome.

I am a full-time staff who also serves as adjunct faculty. My spouse is a full-time staff member. I agree that children should not be in the workplace all day every day (like in the summer). However, I think after school should be acceptable, provided the employee can continue with their duties. I have a 5 year old and a 2 year old. There is a reason i don't bring my 2-year old to work, which is that I wouldn't get anything done. My 5 year old, however, is capable of reading/watching her ipad for 45 min to an hour, which would allow me to get some extra work time in. I think each child is different, and each employees situation is different. Therefore, it's impossible to make a rigid policy to fit everyone.

I also think it is irrelevant whether or not a child is around on a continuous basis. We've had some staff members keep their children in a lunch room all day for one day and it be more of a distraction than someone having their child here for 1 hr a day for a week. It all depends on the child and the adult responsible for them. furthermore, if a staff member is not clocked in, ie: on their "own" time, like on lunch, they should be permitted to have their child with them. It is irrelevant that it be on a continuous basis or not.

I agree with the statements referencing SFA's mission statement. How do we attract high quality faculty and staff, if we then make them choose between being an active parent or leaving a job partially incomplete? Those were some of the arguments presented today. My job is frequently one that requires more than 40 hours a week. It is also important to me that my child sees me or my spouse when she gets out of school. I didn't have that, and I want those strong connections for my children. SO I have to choose between giving that to my child or leaving my work unfinished, which is an issue since I take a lot of pride in performing to my best ability.

I understand the desire for fairness, especially from an HR standpoint. I also understand that without a policy, disciplinary action cannot easily be taken if an employee is abusing whatever system is in place. I think this policy is too vague with the opening statement that "Employees may not bring their children to campus". This could easily be pinpointed and misconstrued by anyone wanting to keep children away from a particular place. I also think the policy could state something like "it is a supervisor's right to request an employee not bring their child if a documented decline in work value is present" to allow for supervisors to do something if an employee is not able to do their work with their child around, or if the child does cause issues with property or safety. Or maybe there's an hour restriction, like children cannot be present in the workplace more than 5 hours a week?

I really do see why a policy may be necessary, and how it could be helpful to supervisors in dealing with cases that are currently an issue. However, the actions of a few should not punish the whole, which is what seems to be happening here. Furthermore, though there is a distinction between faculty and staff, I do believe it would be unjust to alter the policy in such a way that it only affects staff members. Faculty has faculty senate to argue on their behalf, but staff members don't have any representation. I see how this could easily just become something that only affects staff, since those who spoke today were almost all faculty, but as it is the staff that keep the university functioning so faculty can teach, I feel a resolution such as this would be unjust.

I am a student at SFA and at first I didn't see a problem with the policy when I read the draft; however, I have changed my mind.

To begin, I feel like this policy is a knee jerk reaction to instances that happened over the summer.

Also, the university should be embarrassed to put their faculty and staff in such a bind and leaving them to wonder how they can afford to care for their children.

This policy is out of step with people across this campus and should not be enacted.

I am a wife and a mother. I am also an educator and a professional. I chose a career in higher education for two reasons: I love my profession and I love that this career made it possible to teach AND to balance my professional and family life. The flexibility a faculty member has to care for family needs is a huge draw to this profession. I feel I have done that well, maintaining professional standards as well as our home and children. This is a delicate balance and not an easy one. Women are made to feel that they must choose between a profession and a family. Working professionals who are women are bombarded daily with messages that they are not measuring up to Motherhood by

choosing to "neglect" their children by working. I can speak to that because I am that mom. I have been thrilled to have a career that allows me to teach, that allows me to pursue a terminal degree with two small children, that allows me to write and research and grow. I've been able to complete a terminal degree because I could bring my daughters to my office after I pick them up from school, in the evening hours, and on weekends. They have sat alongside me as I have written a dissertation. They have seen me meet with students. They have watched as I have attended meetings and attended to administrative tasks. They have seen their mom work hard. I am so grateful for that. I have not abused this flexibility. When I need to work, I work. When I need to be home, I am home. There are seldom times that the two need to overlap. I am a professional with professional judgement and common sense. I know not to "use my office as a daycare" as some seem to believe is happening. I am capable of determining the appropriateness of each situation and deciding on my own, using my own professional judgement, whether or not a given situation is appropriate for my children to be with me. A policy to regulate professionalism and common sense is superfluous to the business of higher education.

We need leadership on this campus that has the courage and leadership skills to visit one-on-one with the "several" individuals for which this policy was written. As a parent, I would hope that my immediate supervisor would visit with me one-on-one if they felt I was abusing the flexibility to have my children on campus. The vast majority of children being on campus cause zero disruption at all. To enforce a global policy to address a few instances is micromanagement and insulting to our professionalism.

I am deeply saddened by the commentary I have heard across campus; faculty and staff openly shared concerns at the forum, and I am grateful that opportunity for voices to be heard. I have since heard of comments made by administration, some I overheard with my own ears, that are obviously in favor of this policy even after hearing commentary. While I do not aim to change opinions, I do aim to educate and inform. I continue to hear that administration is making comments that there exists affordable childcare for employees, citing the ECRC. The ECRC, while amazing, is extremely pricey. These administrators citing this are the individuals that control salaries. I urge administration to do their homework and research costs of childcare in our city. Please do not assume that faculty and staff can afford these extra costs. A single-parent staff with two children earning a \$40,000 salary adding extended care for two children for an extra hour a day...research those costs. I think you will be surprised. If this policy is supported by administration, it would be a respectful practice to be informed/educated on the costs of living for the PEOPLE you employ. This is a policy that affects lives and families. It is important. I urge you to stay informed. If you adopt this policy, know that decisions in other areas, such as salary, will need to be considered. Decisions affect decisions. I am deeply opposed to the proposed policy. It is a damage to women and families, enacted as a blanket solution to a very narrow or non-existent problem. Many academic families depend on the flexibility that having a child at work for an hour or so a day provides, and have built their career with it in mind. These families, many of them underpaid adjuncts, would have to pay a great deal of money for additional childcare, and many students would be unable to continue enrollment, or would suffer from lowered grades and retention rates due to increased absenteeism. In my own

department, I have never seen a problem, and have had students bring children to classes with no disruption. If other departments or colleges have real problems, they should police up their own units.

I am disappointed this has become such an issue and was surprised to learn that employees have brought children to work regularly for long periods of time in lieu of childcare. I am concerned about disturbance in the workplace. However, if a faculty member's child has a music lesson one day a week from 4:00-4:30 and the child comes to the office after the lesson until 5:00, I see no problem as long as the child isn't disrupting the work environment for other employees. Also, if a child has a camp on campus one week in the summer that starts at 8:30 or 9:00 a.m., I personally have no problem for the child to come to work with the parent until the camp starts. As a parent of three and a faculty member, I occasionally had one of my kids in my office for short periods of times but never in lieu of childcare. It should be noted that a faculty member's office is not the same environment as large, service office with multiple employees. If a child is quietly entertained in a faculty office for short periods of time, I doubt anyone else would even know the child is there. It seems like children on campus has become an issue because of a few people displaying a lack of common sense which have led to disruptions of work for people other than the parent. Perhaps a better approach is to correct the people who are not being good citizens of the SFA community. For faculty, infractions in this area could be addressed by the department head. If the actions are not corrected, then a non-collegial rating in tenure, promotion, or post-tenure review could be given.

I am opposed to adding ANY university restrictions based solely on age. As the students senator who spoke at the forum Wednesday said, "Isn't SFA an open campus?" If Ms. Doty's response is "but this might interfere with employee's work" (a pretty heartless response when you think about it), that's we employees have supervisors - to make sure employees do their work.

If a policy cannot be stated without reference to age, race, religion, etc. then I believe it is basically discriminatory. It communicates exclusion to a people group and that their value, or lack of value, comes not from their character but from factors beyond their control. Second, I believe that restricting family interactions diminished SFA's culture as a warm "SFA family." We were founded as a teachers college, and I personally came to SFA largely because of the familial atmosphere. I believe such policies would particularly disenfranchise faculty and staff who are just beginning their careers, interested in raising families, and might not choose to come to SFA if they discovered it was hostile to families. Third, I believe minors on campus occasionally is healthy for campus perspective. Many university campuses talk about the "campus bubble" because the campus environment is so different from the real world. We shouldn't work to isolate ourselves. Fourth, this is a bad idea in terms of recruiting. Many SFA students had parent who was either a full-time, part-time, or former SFA employee. But really even the very fact we're discussing how much we can get out of someone for allowing them on campus is somewhat despicable to me. Human beings should be allowed on campus and made to feel welcome as much as is feasible. To be clear, adding more "exceptions" to this policy will in no way

diminish the concerns I've enumerated. Telling African Americans they can't sit in the front of the bus unless it is wrong no matter how many exceptions are added. I hope this is an opportunity for our campus community to come together to reaffirm that we are an SFA family, that minors may well have much to contribute to this community, and that inclusivity has merits beyond the bottom line.

I am opposed to employees bringing children under the age of 10 on a frequent (once a week or more) basis, because I feel children at that age should not be left alone and would have to go wherever their parent went, even if to a classroom to teach. However, I have had to bring a child with me on a few occasions where they were given the day off from school for teacher workday and I had no alternative childcare. They were old enough to be able to stay in my office and not attend classes or meetings with me. There are occasional days when this occurs throughout the year that I would most likely have to cancel class if I could not bring my child with me. My children are 12 and 14. I am staff here at SFASU and I have four children. Occasionally in the past I would bring my daughter that attended Charter school to my office when she gets out of school so that meant that she was with me for about 2 hours. She is now in middle school and she doesn't come up here anymore. But she was not a disruption and she just sat in my office reading a book until it was time to go home. I feel like this should not be a policy and if there was an issue then that issue should be addressed with those individuals. My daughter has met some pretty awesome people on campus including Dr. Pattillo and she wouldn't have had that opportunity if she was not with me at that time. This has even been an encouragement of what she has to look forward to when she gets ready to attend college.

I assume the bill is being passed for safety reasons. If it is not then I oppose the bill.

I attended the meeting but did not speak. I would add three points. First, I was astounded at how many people occasionally have their children on campus. The fact that I had no clue indicates these children are almost always well behaved. I never see or hear them. Second, shouldn't this be an issue that each office supervisor takes care of? If children are disruptive or if they make it more difficult for the office to achieve its goals (for example, customer service), then the local supervisor should prohibit their presence. But trust your local leadership. Third, it is difficult as a leader to say, "I was wrong." I know this from my own leadership experiences. But I also know from experience that the best leaders can say, "I was wrong. We will move forward in another way." The most effective leaders change course.

I believe that this is an institution of higher learning and all advantages should be given to children who are under the age of 18. I was lucky enough to bring my daughter to class with me--I am a single mother and if it was not for them letting me bring her---I would not be where I am today. Whether you teach or you are a student, support education and model what your children should see, students wanting to learn, asking questions, eager to know....to understand. Or do you want them home--sometimes by themselves playing how to kill on playstation---playing games like HALO, ASSIN, I would rather them be with me grasping at the opportunity to learn. This is only my opinion.

I believe a comment from the forum about taking the time to maybe rewrite it to be more positive, more inclusive and empowering to directors/supervisors to make judgement calls is needed. Lets take the time to think out of the box and maybe make ours a bit different. Also, in my opinion keeping the policy simpler is better thus we can state the liability issue and define who has authority to resolve problems but to leave the judgement more to lower level directors and supervisors. Finally, I understand that this policy does not cover students bring children to campus but since my spouse is a faculty member and has allowed students to bring their children to an exam on labor day i do think there needs to be some verbiage in the policy stating that the faculty member has approval to allow students to bring their children. Or in the policy there needs to be a related link to a student affairs policy regarding this issue. Thank you so much to the committee and Human Resources for your time and effort.

I believe as long as children are not causing a huge disruption there would be no problem with bringing them into the workplace.

I believe if they are in a controlled area, it would be okay. I do not think that one should bring their children up to their office on a daily all day basis as an option for day care.

Should someone have a minor for maybe 30 min to an hour a few days a week, this would be okay. Maybe we can have a place for them to go while they are here. Would there be the option to have a "day care" for SFA employees?

I believe that faculty should be permitted to bring children on campus. I've never had any problems regarding the issue. In fact, I think that including children in their parents work place enriches the SFA community. Also, many faculty must bring children to work with them because they don't have/ can't afford childcare. Taking this option away would be of detriment to both parent and child.

I believe that it does not aid in creating a culture that is family friendly. SFA's holiday schedule does not lend itself useful to people whose children attend the public schools or preschools who follow the public school holiday schedule.

Also, I like working in an environment where I know i can bring my kids by to see my coworkers every once in a while. My children like seeing where my husband and I work and I like knowing that they are welcome.

I believe that the development of this policy is simply another direct measure that the administration of this university has made it unquestionably clear that it is anti-family and anti-employee. The development of this policy has come out of no where. As a faculty member who has been here for nearly 20 years, I have never had an issue with children on this campus. The language of the policy is questionable, at the very least. SFA's decision to take away family housing years was the first step against the family and restrictions have continued. This policy is contradictory to the Envision 2023 plan

and goes against all the "pitches" that have been made by the administration to the faculty suggesting that there is any interest in showing us respect. Simply put, those standing in support of such a document should think about what they "preach" and what they say they stand for in this environment. They will support guns on campus but not children.

I believe there is no issue with having children in the workplace if there are no distractions to the academic environment. I understand the pressures of raising the children and the need to sometimes have them at work on occasion. As long as there is no abuse of the environment, children at SFA is not an issue with me.

I believe this is a policy that would negatively and disproportionately affect female faculty and staff members. If a problem does arise as the result of an employee bringing their child on campus, it should be addressed directly by that person's supervisor. Additionally, at what point will students be forbidden to bring their children on campus? Aren't those children as much of a liability as those of faculty and staff members? What sort of message are we sending to prospective employees and students if we implement such a comprehensive and restrictive policy?

As SFA moves forward with its strategic plan to be an inclusive, forward-thinking university, this would be a definitive step backward.

I believe this policy would have stronger support if the age were lowered to about 14-15 and "frequent or continuous basis" was clearly defined. Kids older than 14 are generally well behaved enough to remain quiet and out of the way OR could be of help to the parent or someone else in the office.

I believe university staff have as busy schedules as the students and if they have to bring their child to campus as long as they're not in any danger or being disruptive then I don't believe it is a issue to have them on campus.

I believe with the hours teachers work that most of time it is necessary. Their parents need to be responsible and if their are any violent issues they need to be disclosed to the campus they are coming to.

I can understand in certain offices that this may be a problem but there are areas on campus where it is not! A lot of us don't get paid enough for after school care and if a child in the office is ok with supervisors then I don't see the problem. I don't think people in office should be asked to watch kids but if someone needs to have their kid dropped off to them because they can't leave work and the parent is going to care for them, then I don't see any issue with that!

I could understand how bringing a school age child to work may help young families. If a child needs to be picked up at 3 and stay with a parent until 5 would be fine as long as the child is not disruptive. A child could read, do their homework until the parent is ready to leave would be a great benefit for a working parent. I do not believe the

workplace should be a "daycare" where a small child is forced to sit quietly all day. I believe each case could have it's own merits of opposing this policy.

I disagree with this initiative because as Lumberjacks, we must all follow the SFA Way root principles of respect and caring. All faculty and staff members should respect each other enough to talk to each other when something is bothering them. They should care about the situation the other person is in and should be understanding. If everyone followed these, then there shouldn't be a problem.

I disagree with this proposal **STRONGLY**. It seems that this is a knee jerk reaction to managers trying to avoid managing the situation. I believe that HR was correct in telling them to handle it from the beginning. The root of the problem seems to be that someone was afraid of the confrontation of saying "you need to control/discipline your children". We have had several children in our department over the years, and each child was told by their parents that any other adult could ask them to be quiet, or go to their parents office at any time and they were to do it **IMMEDIATELY**. Let the parents be the parent, managers cannot be afraid of managing.

There are so very many children who have had extra-ordinary impromptu experiences on this campus. How terrible to limit that. This is very "Big Brother-ish" and disappointing in this day and age. SFA needs to join the current century and embrace working parents and their families.

I do feel that this policy was written in reaction to some specific incidents rather than the overall expediency to SFA. There is just too much at stake if this policy is implemented at SFA. Frankly speaking, I don't think we need this right now. If people have issues with certain individuals whose children have been a problem on campus, they should address that individually rather than putting forward a blanket policy that will do more harm than good to the university community. It will be interesting to know how the committee that wrote this policy was constituted. If there are members on the committee who have benefited from the current children-friendly policy of SFA and now want to discard it, then that's not fair!

I do not agree with the new proposed policy concerning children in the workplace. As a new faculty member, I believe that being a family friendly campus is a positive thing. It supports family and is a reason why I chose to become a member of this University. Family should always be number one. As a working professional and a mother, my children do come first, but this new proposal would make me chose between being a present and faithful faculty member and a good mother. There are times of when there are illness or unforeseen emergencies that do arise, and unfortunately there are also times when you have issues with your regular childcare or daycare. As long as children being in the workplace is not taken advantage of on a regular basis and them being here doesn't interfere with your responsibilities to the students, I do not see a problem with the current policy.

I do not believe there should be a policy prohibiting children from coming to the workplace. However, I do agree certain measures should be in place to handle children

who are disruptive to the workplace. There should be a specific chain of command to follow so that minimum damage can be done. As well, having rules such as no contagious children on campus are useful to have. I chose to oppose the policy as is, but I have no obligations to setting up guidelines on how children in the workplace should be dealt with respectively.

SFA started as a teacher's college, meaning an overwhelming majority of the SFA population were females. For centuries, women have been fighting for the right to have both a career and a family--a luxury that is still scarce in today's society. If SFA has the opportunity to say to future young professionals that across our campus people are allowed to have both, we should take that stand.

I do not have children of my own, nor do I know of any professors that frequently bring children to campus. However, I recognize the difficulties of balancing family life and work life, and I believe that work should ultimately be used to facilitate and support family.

I do not have children, but in the almost twenty years I have been employed at SFA, my life has been enriched by the extended family that was a part of the unit where I work. Employees who do have children or grandchildren often have the need for these children to be with them in their offices. It has been my privilege to develop lasting friendships with the children of my colleagues. This would not have happened in such an easy, organic fashion had these children been banned from campus. Nor would the parents of said children have been nearly as productive, since they would have been forced to be off campus for many hours and days to tend to their children/grandchildren. If the administration at SFA truly wishes to move from a culture of compliance, this policy cannot be adopted.

I am still curious what the punishment will be for those employees who will be found to be in violation of this policy, should it go into effect. How will violations of policy be controlled? Who will be tasked with enforcing the policy? Who will be interpreting the vague language of the policy? Who will be fired for having a child on campus? Why can we not rely on good common sense and handle the "numerous" "many" "continuous" complaints to which our head of HR refers at the local level? Why is a policy even necessary? I do not have children, do not intend to have children, and, honestly, am not all that fond of children.

I have heard of several instances on campus in which employees' children have been a disturbance, not only in the work environment but to students in learning environments. The latter in particular concerns me. However, I would have hoped that managers and administrators would have handled these instances on an individual basis rather than seeking a policy to hide behind. Surely we can utilize interpersonal communication skills to address such individual instances rather than turning to institutional mandates. For every instance of children being disruptive, I would argue that there are dozens of instances of children having the opportunity to engage in intellectual inquiry, in civic discourse, and with experts in particular fields. And those opportunities are vital to the growth of our community, our nation, and our world.

I do not believe this policy will help our institution move toward a more positive campus culture. One of the major issues that arose when the university underwent a strategic planning process several years ago was the need to redefine our campus culture. We also decided as a campus that there was a need to attract and support high-quality faculty and staff. I do not think this policy will advance either of those goals. In fact, I think this policy will only serve to foster additional negative feelings toward campus administrators. And, in a place where our culture is already tepid and (depending on the day and who you ask) sliding downhill, this does not seem to be a necessary fight.

While children are not in my future, this policy would have adversely affected my family when I was younger. My mother has been employed by SFA for 40 years. As a child, I walked from Raguette Elementary to her office daily. I had a desk in the back of her office and sat and did homework or read quietly for an hour or so until she was able to leave for the day. My brother did the same. (Our good behavior was assured through both bribery and other typical means of parental persuasion. :)) My brother and I quite literally grew up on this campus. We both received our undergraduate degrees here. I am now employed here. My sibling keeps in touch with faculty from his major department and routinely employs students at his small business upon recommendation from those faculty. We are both Alumni Association members. Our commitment to this institution is strong because we were able to spend so much time here as children. I know others had similar upbringings, and I would hate to think that they feel that the university is anything other than supportive of their children being provided those same opportunities.

Despite the few mildly negative experiences I've had with children on campus, I've witnessed many more situations over the last 25+ years where a faculty or staff member had children with them with zero negative impact in the workplace or to the child's welfare. The children seem to be enriched by the campus experience, excited to be in a college setting, and talk actively about becoming future Lumberjacks.

SFA have always seemed to value our family oriented culture. It seems to be one of the best recruiting points to bring top faculty to SFA. The policy as it is written today seems limiting and in contradiction with the values that SFA leaders claim to espouse when discussing mission, vision, and strategic plan.

The initiative of this policy seems to have been undertaken with the best of intentions, but it's my view it should be tossed. As Loretta stated at the forum, many other Universities do not have such a policy. Why institute one that is so vague, and unsubstantial while undermining our declared values?

I do not know if SFA child care is available to faculty. Some faculty need to be present in the evening or weekends. To accommodate this type of situation may be difficult. However, for a single-parent with a pre-school aged child or infant -- providing day-care

(during regular school hours) might be a welcomed provision. I also believe that if a faculty member felt the need to bring a child on "a frequent or continuous basis" -- then there should be a frank discussion with the dept chair. In doing so, this would allow the parties involved to come to a reasonable solution -- therein providing some guidelines and an agreed upon understanding of the individual circumstances.

I do not like any policy with a blanket restriction. I think this should be a department/college decision and not a mandate. There are valid reasons why a child may be on campus on a continuous basis, and this does not necessarily create a distraction.

I do not like how the policy is written in a negative tone about banning kids from campus. Instead I think there should be a clear policy and channel where people who have a complaint about other coworkers who have kids on campus can use anonymously. This way well behaved kids who sit quietly in an office are not excluded while kids that cause any disruption can be dealt with in an anonymous fashion by HR. If it is not possible to have a policy like I described then the current policy could be acceptable if it clearly defines the rules and the consequences.

I do not support the proposed policy on children in the workplace, nor have I spoken to a single faculty or staff member who does.

One reason that I was happy to accept a job teaching at SFA was the family-friendly atmosphere in my department. As a new parent, I have been lucky to enjoy the support of my supervisor and my colleagues. That support is vital to my success in teaching and in my individual research, and it is essential to my happiness working at this university. If this policy had been in place when I was offered the job, it would certainly have made me think twice about accepting a position at SFA. A policy like this would hurt SFA's ability to recruit and retain high quality faculty and staff and negatively impact the morale of those who remain.

Teaching is, by its nature, a job that requires flexibility from instructors. In addition to the hours that I spend in class, I spend time attending meetings and recruitment events, preparing lectures, grading, and doing my own research during the evening hours and on weekends. Because the job inherently requires that flexibility, it seems only fair to afford employees flexibility as they balance their personal and family lives with those job demands. While I agree that an instructor who brought his/her child to class on a regular basis would not be able to concentrate fully on job responsibilities, I do not feel that a child should be banned from accompanying a parent when that person is attending a meeting (often outside of regular childcare hours), grading, preparing class materials/facilities, or doing research on their own time.

As written, the policy leaves the definition of "frequent" "continuing" and "brief" up to individual interpretation. That lack of precision would make this policy difficult to enforce and easy to abuse from either side - by an employee who disagreed with its basic tenets or by a supervisor who disliked children. I also feel it is ridiculous to specify, as it does in this draft policy, that in an emergency situation, a parent can bring a child to the

workplace “with prior supervisor approval.” Emergencies aren’t planned. In a true emergency situation, how could that parent possibly get prior approval?

Overall, this policy appears to me like a broad brush stroke aimed at solving an individual problem. I have never observed or heard of employee children being an issue at SFA, which leads me to believe that this is not a widespread problem. Supervisors already have the ability to talk to employees about anything that is affecting their work performance. If there are individual cases where an employee’s child is having an adverse effect on the learning environment, it should be addressed individually, not with a university-wide policy that creates an environment hostile to families.

It is already hard enough to be a working parent. Why would SFA create a policy that makes that balancing act even more difficult?

I do not support this policy as it is drafted now but I do believe SFA needs one. I agree with Dr. Scott Runnels about how this subject should be approached and also taken, more in the lines of "This is an issue, let's see how we can make it work for all parties involved: the children, the parent, the coworkers of the parent, the students, SFA".

The meeting yesterday made it obvious that staff and faculty need some flexibility to balance the care of their children and their work at SFA. I needed that flexibility in the past, I still need it now. I am very fortunate to have a Director and co-workers that are accommodating and understanding, and an office setup that allows me to minimize, to some extent, any interference the presence of my child may create. But I also acknowledge that this may not be the case for all parents at SFA when they need to bring their children to work on certain occasions.

I think that SFA needs to continue supporting its employees by providing a policy with guidelines to protect the interests of all the people involved in this situation. As a parent and SFA employee, I want a policy by which I know that bringing my child to my office, if need it for a particular reason and for a reasonable amount of time, is not a favor/exception/flexibility that I get because I am in a very fortunate position, but because it is a benefit that I have as an employee of SFA. The challenge then is to set these reasonable guidelines; I have no doubt that discussions among all interested parties at SFA can do so.

It was mentioned yesterday that employees violating the policy may receive a "disciplinary action". Would it be possible to try first to communicate with the parent about this complaint and look for ways to remedy the situation? Chances are the parent didn't realize about this situation.

Tragedies happen anywhere at any time. A sound policy should have guidelines to protect the children while on campus as well, guidelines and resources that will assist parents to take care of children’s safety and well being while on campus.
(name redacted)

I do not think there should be a policy limiting the presence of children under 18 on campus as long as it is not affecting the Faculty and Staff's ability to teach and the students ability to work.

I do not think we need to have a policy just for the sake of having a policy. I have not noticed any need to have this policy, so I oppose it on general terms rather than specific. I do not want to limit kids on campus. I want to limit poor parental supervision. While I would never let my kids have chair races down the hall of an academic building, others have. Children should also not be allowed in hazardous areas on campus (laboratories, mechanical rooms) unless it is a part of an SFA program where it is supervised. Also, it would be nice if parents were made responsible if equipment is damaged on campus due to negligence (I think this is policy for employees, but I'm not sure if damage from employees children is addressed. Who pays for the damage or the injuries to a child who was left unsupervised. This could get expensive. There is also a concern of sexual misconduct. While I want to believe that we have the best of the best working at SFA, it could happen especially if a child gets to know someone over time. All of these hazards currently already exist and are limited in risk, but if we are going to have a policy, good supervision should be addressed so that none of these things do happen.

I don't have any issues with minor children being in the workplace when parents are in a bind and need to have them with them for whatever reason. As long as it is not a habitual thing and the kids aren't being allowed to run around wild. If someone was bringing their child in lieu of using daycare services, that would be entirely different. My husband and I both work full time and have very limited help with our child. We are older parents too. Sometimes, you just have to bring them in with you for 20 minutes or so. Stick them under the desk or in a chair with a book, an iPad, or some sort of entertainment. They will be fine. I think in the world we live in today, it is a win-win situation when your workplace can be accommodating to employees with minor children or even employees with aging parents. Things happen beyond our control and a little flexibility works wonders as long as there is mutual understanding and respect. I don't see why this can't be handled within the persons department. If your supervisor doesn't mind, and the children aren't disruptive, then I don't see why it's a problem. This university wants to allow children on their campus if they pay for camps, etc. sometimes those parents need their kids to be here semi-regularly during the summer. Do we ban adults from campus? Can't anyone get a visitor pass? Why would we treat children differently. This is a place of learning. It's a state school. I think we should be progressive. This is not forward-thinking.

I don't think a policy is required. Sounds like a management issue best handled at the department level. Also, children in High School or Middle School are not required to be treated like children 10 and under.

I don't think there needs to be a university policy on this. I don't believe this is a widespread problem. I believe that faculty/staff can be trusted to use sense and only bring their children when necessary. I believe a university wide policy sends the wrong

message - that we need to be policed. If there are some F/S taking advantage I think they can be "handled" within the department or college.

I feel like it is more important to have the faculty/staff member in attendance. For instance if a lecturer or professor has to cancel class due to not being able to make arrangements for the minor instead of cancelling class and not getting any instruction the professor can bring the said minor into the classroom or ask another professor to watch the minor while they teach. Even if the minor is disruptive the possibility of getting something out of the instruction would be reason enough to not pass this policy. Changing up the atmosphere in which a student is learning has been shown to increase learning and productivity. Making class different everyday will allow students to help make sure that they are retaining this information.

I feel that faculty, ultimately are human and have families. Things happen that are out of our hands at times and that might cause a faculty member to need to bring their child to school with them. Instead of making them feel alienated and forced to miss a class, or cancel a teaching opportunity, bringing their child in emergency situations might help.

I feel that it should be allowed at times with permission. Sometimes children must accompany their parents because of unforeseen issues that arise out of the parent's control. Sometimes the students in many schools are encouraged to spend a day at work with parents or an adult as a project. I certainly think underage children 16 and older should be allowed to frequent campus to see what college life is like. From that perspective, this will help prepare children of the community to understand that college is something to look forward to. Thanks

I feel that limiting the access of our campus to faculty/staff children is detrimental to those children. Because of their exposure to our college, those children are potential future Lumberjacks. Those children may decide to attend a college in a different town but come back to SFA to work and raise their own children. They learn how to interact with people of different ages and what it means to have a work/life balance.

I feel that minors are fine on campus as long as they are with a parent or guardian if they are not enrolled at SFA and that they have a curfew to stay on campus like from 8 am to 8 pm.

I feel that the staff/faculty of this university can be trusted to regulate themselves in this manner, with assistance from their supervisors. Making such a sweeping policy, as the one currently suggested, is tantamount to the high schools having a zero tolerance policy for things such as drugs and then defining drugs to include advil. It leaves no room for judgement calls and common sense. I would like to believe that of all the places one could work that we could at least find and use common sense on this campus. I do not support this policy and sincerely hope that it is discarded as unnecessary.

I find it unfortunate that the abuse from a handful of people is potentially ruining an enormous selling point for an entire campus. My other comments and feedback are inline with those that spoke out at the forum.

I fully and completely oppose this policy. The policy is vague regarding what is considered "frequent or continuous basis" as both are similar in definition. I find it hypocritical to advertise this university as family friendly and then eliminate the most important groups from the family -- the children AND their faculty/staff parents.

Telling our faculty and staff that they cannot bring their children to the workplace sends a message to our students, that message being, "your children are not welcome here" meaning "if they don't even let my professors bring their kids then they really don't want my kids here." Additionally, I am unhappy that the email regarding this policy was ONLY sent to faculty and staff even though it affects ALL SFA employees. I only discovered the policy when a faculty friend told me about it. You cannot state you want to be transparent and then behave opaquely. Finally, I do not have children but I know children can be disruptive at times and there are places on this campus that are not safe for children. However, I also believe that my colleagues are intelligent and educated enough to know when their child is being disruptive and what measures to take. I also believe that since they are intelligent and educated they are more than capable of determining whether or not an area is safe for their child.

I generally oppose policies that restrict freedom.

I have always thought of SFA as being a family friendly environment. In the department I work in, there has never been any problem with children being in the building. They are always made to behave, and they do not interrupt the normal flow of the working environment. The faculty and staff only bring children to the workplace if absolutely necessary. It is not a common occurrence. I would hate to see children limited at SFA.

I have been at SFA for many years as a faculty member and as an administrator. I have a department with many children who have grown up with us, on campus. I have watched them grow up and attend our dual credit programs, and even earn degrees from SFA. I cannot imagine a situation with my faculty in which I would not be able to resolve a noise issue, or other disturbance from a child. However, in rare and extreme situations with a faculty member who refuses to be considerate of others, or in the case of an ineffective supervisor, we may indeed need a policy, but not this one. If we were to implement a policy, such a policy should never be one that punishes the vast majority for isolated incidents, one that threatens our university culture, or one that creates a horrific unnecessary economic burden on faculty who need to have their children with them during parts of the day and cannot afford extra childcare. Instead, such a policy should address ANY person who creates a disturbance in the workplace (student, faculty, child, community member, or Westboro Baptist church members shouting vulgarities at our students) and grant the university the authority to ask them to leave. In the case of a child, to grant a supervisor the authority to ask the parent to take the child home. Regardless of the existence of such policies at other institutions, this particular policy is not a good solution for the community that exists at SFA. If a few

people slip on the acorns that fall on our sidewalks, we don't cut down all of the trees, or ban walking on sidewalks. We make sure we sweep around the trees that grow acorns.

I have experienced faculty bringing their children to work several times, and it has never been a problem. Usually, the child just sits quietly in the class and does their own homework, or sometimes even had interesting feedback to add to the class discussion. It has never been a distraction or a negative experience. I think that opposing bringing children to work would be unfair to teachers with young children because they cannot always arrange emergency childcare if their child is sick, and in other similar situations.

I love seeing kids around here. It makes me feel like im still at home with my brothers and sisters. It also makes it more fun and inviting.

I must echo the sentiments expressed by the overwhelming amount of faculty opposed to this proposal. I came to SFA in 2006 as a faculty member. I remember feeling that SFA and Nacogdoches was a community that was just right to raise a family. While the salary offer was modest, the welcoming feeling that my wife, son, and I sensed was affirmation that SFA was the right place for us. I fear that a written policy restricting children from campus will do more harm to potential and current employees than placating a few disgruntled managers and employees who filed earlier complaints (we don't know the exact number as that information wasn't provided at the forum).

I can personally attest that my two kids (names redacted) have had impactful experiences that transcend what they receive in their traditional education in public schools directly because the SFA campus was a workplace that allowed me to bring them to work. They had their first classical music concert attendance experiences in Cole Concert Hall. I brought them to numerous piano and pedagogy classes over the years. Not only did it ingrain into my kids the importance of music and education in general, but I know that our college students have benefited by interacting with my kids and learning how to teach music effectively to young children. Both (names redacted) have been fortunate to enjoy plenty of success in their music beyond this SFA community, and I can't imagine that they would have excelled if such a policy was in place while they were growing up. So I have major concerns that we would be hindering other children's development not just in music but across disciplines if such a policy were to take effect.

Even if it is not a total ban or prohibition of children coming to campus, many faculty members interpret such a policy as making their families feel unwelcome to the university. Another faculty member mentioned in the family forum that it also gives the impression that administration does not trust its faculty, chairs, or staff to communicate effectively with one another to find a solution that benefits everyone, and I agree.

I oppose because if parents have no way to receive childcare for their children, they should have the right to bring their child to SFA with them.

I oppose the policy as it is currently written. I think that it is sometimes necessary to bring a sick child to work while waiting for a doctor's appointment. I think that verbiage needs to be changed or taken out. I don't think the sick child should stay all day, but allow the parent the opportunity to work while waiting for the appointment.

I hold sick leave and vacation leave as much as I can because I don't know what the future has in store. Yes, there is FMLA, but it is used CONCURRENTLY with leave until leave is exhausted, then continues on until it runs out. After that situation has passed, then the person has NO LEAVE to use when, say, a flat tire occurs or to go to Kindergarten graduation or when a child is sick. Then the person has no choice but to bring the child to work. The policy as it's written does not allow for any lee way for this kind of situation to happen.

I oppose the policy as written because I think SFA should support working parents by allowing them to have their children on campus when needed/possible but I would support written guidelines that address potential issues of having one's children in the workplace (e.g. children afflicted with highly contagious viruses, children who are not adequately supervised, restricting supervisors from asking or having subordinates watch their children while on work time). I also request that less privileged, lower paid workers be considered in assessing and providing solutions to the challenges faced by working parents as most, if not all, of our lowest paid workers do not have positions/offices that allow them to continually supervise their children while performing their job duties and they, therefore, cannot take advantage of the benefit of bringing their children to work. I struggle with the inequity of this practice related to our forgotten and/or overlooked workers and would like to see efforts aimed at providing solutions offered that allow all employees to benefit from the family friendly environment SFA wants to convey and uphold.

I oppose this initiative because I have a 4 year old and one on the way. My husband works a job where he is on call and has to go back into work. I bring my son with me to my meetings for JCFR and phi u because of this and because i do not have anyone that can just watch him on a moments notice.

I oppose this policy from the student perspective. At times we have students who, in order to continue their learning, will need to bring their children with them. To prohibit this would mean a worsening of student outcomes. For this reason, I oppose this policy. I oppose until further discussion. I think we need to first address the childcare issue. We need to assist families and provide priority to the ECH Lab or discounts for staff/faculty. If that is not possible, we need to provide some sort of option for after school care. Campus Recreation is looking for ways to grow revenue so maybe they could offer a childcare after/school camp that is partially funded from the university. It is not fair that faculty can have their children at work and staff cannot. Some staff work just as many hours as faculty. Also after hearing discussions this week, it seems faculty are going to bring them anyways and violate the policy. I think we need to allow department Chairs/Deans/Directors to manage their needs and allow children if it works for them and ban when it does not.

I personally see no problem. Many of our faculty are parents and they deserve the right to bring their children to work from time to time, especially if it's an emergency of any sort.

I see no problem with children under the age of 18 to be on campus. Bringing children on campus can allow the child to be interested in furthering their education. Also, some parent do not have the luxury of having childcare all the time and have no choice but to bring their child with them. I see nothing wrong with it. for the people who oppose of it have to understand children are part of everyone life one way or another. The saying is true, "it takes a whole village to raise a child". Let's not bring others down, push people up when you have the chance.

I see no reason as to why the time minors spend on campus should be limited. First and foremost, it would inconvenience staff members who have children and may need to take care of them continuously throughout the day. Secondly, limiting the amount fo time a minor can spend on campus effectively ruins the family-friendly feel the campus has.

I speak as someone who has never been negatively affected by a faculty/staff member bringing minors on campus. I love seeing professors eating with their kids in the cafeteria and walking around with them, pushing their toddlers around in strollers, etc. Brings an inclusive, familial value to SFA.

I strongly oppose this proposed policy for our university. I have a child that I hope becomes a lumberjack someday. I want him to visit our campus and love it as much as I do. Our office is what I would consider "family friendly" at this time. I love each child as my own that belongs to "our office". We refer to them as "office babies". I realize this was intended to confront faculty and staff that have children on campus on a frequent and continuous basis and that is not the case in our office. But that is a slippery slope deciding who can and cannot have children on campus and for how long, and how many days is considered frequent and continuous? It makes me sad to think that we are turning children away from higher education instead of embracing them and letting them experience our campus. Each of our students was once a child with big dreams of being on our campus. What if one of them had been turned away or told they were not welcomed here? My little boy is only 3 1/2 and he thinks it is so cool to come to mommy's office and see her friends. They are our extended family and he loves each person I work with as they do him.

I don't know how we could turn our own children away from our campus and expect them to feel welcomed here when they are 18. When a child grows up on a college campus I think they will just know that college is the next step for them after high school. I do not know if people are aware that we have many schools from all over East Texas that bring children to visit our campus. Giving them the opportunity to see a college and make it a real place in their minds. Why would we take that away from our own children?

I'm sure some policy could be in place for safety issues that come up, but saying that children cannot be in our offices or classrooms is harsh and feels like a knee jerk reaction to a few complaints.

I support a policy to curtail faculty/staff from bringing their minor children to campus for the purposes of providing day care. With that said, the question about the support or opposition for the policy is worded negatively. There are circumstances where minor children could be on campus and the question asks about limiting the presence. I don't think it should be limited, except in the situation where the office is serving as a day care facility.

I suspect this all came about because someone (or several someones) has been taking advantage of the university's leniency on kids at work. I don't think a formal policy would prevent those individuals from doing that. If they don't have the work ethic to realize that having your kids at work all the time is a problem, then their supervisor needs to step in and address that specific situation. There are lots of department-specific rules for employees at SFA. In the end, it is still up to the supervisor to ensure that his/her department's practices regarding children in the workplace - and all other departmental and university policies and practices - are followed. For example, to my knowledge, there is no blanket SFA policy that prevents people from wearing jeans to work. However, if in your specific job, it is not appropriate for you to wear jeans to work every day, your boss should be able to take care of that issue on a case-by-case basis. We would not - I hope - ask the BOR adopt an across-the-board jeans ban because, let's face it, jeans are fine for some SFA jobs (at some times), but not others. It's the same for kids. (Not equitable.)

I think a better approach to this policy would be a pro-kids on campus policy that outlines a limited number of instances in which a child would not be welcomed to campus. As a public university in a small community, the default should be that children are welcomed into all spaces and are prohibited only in select instances (rather than the default being that children are not welcomed except for in select instances).

SFA is a family place. Many people, including myself, moved here because of the family friendly atmosphere. Implementing this policy tells people that the university sees our roles as parents to come second to our roles as employees. I think there is a way to strike a balance such that employees can function as both employees AND parents. This policy don't achieve this. In fact, it simply breeds contempt for administration among the employees.

I think faculty should be allowed to bring their kids to their office while they are there or even if they have office hours as long as their kids are not disruptive. As long as the parent is supervising their child it should be ok.

I think having children on campus are a good thing.

I think not allowing people to bring their children on campus has the potential to limit the best possible candidate. If the University wants the best person for the job, the best candidate could not take the job because they are unable to bring their kids here when needed.

I think professors should be allowed to bring their children to school if need be. An example is picking the child up from school.

I think that children should be allowed on campus.

I think that children, in the right time and places on campus, should be welcome. They should get to see the college and learn. Of course, there are always times where children should not be present, but for the most part, I think that they should be welcome.

I think that life happens to everyone, and sometimes there is no one to watch your children. In circumstances like this I think people should be able to have their children on campus. I also think that allowing children to be on campus gives them early exposure to long-term goals and college life.

I think the forum was a great idea, and, overall, it went very well. Several comments were made that added to my awareness of the situation. In fact, because of the Q&A portion of the meeting, I am now strongly opposed to the proposed policy, where before, I was pretty much on the fence.

I commute, so I very rarely bring any of my children to campus unless it is for a special event like convocation. Because of this, I was not really "in touch" with the needs of my fellow faculty-parents. I am super-glad that I attended the forum now!

One recommendation that I would make is that, if the policy development is pursued, is that the policy be written positively (as noted by one of the commenters). We should welcome and promote a pro-family atmosphere, and, if there is a policy, it should address only the "except" provisions of allowing our children on campus. Also, this is entirely a common-sense matter. We do not need policy to tell us what common sense is. That would be similar to writing a policy requiring something as vague as "collegiality" for tenure and/or promotion!

I think the overwhelming comments against the policy at the open forum yesterday speaks to a fear of this negatively impacting our reputation as family friendly and supportive of faculty and staff with children. The policy, while reasonable, does feel reactionary and could be written in a far more positive tone that still addresses a need for parents to be responsible for their children while at work. Many of these situations could be addressed at the department or supervisory level rather than with a need for a policy. Perhaps if a parent is planning to bring a child to work semiregularly, there should be an agreement both the employee and supervisor could sign that stays on file,

which outlines that the parent agrees they are responsible for the child while on campus, that they will not be unsupervised, that a subordinate will never be responsible for the care of the child, and if the child is disruptive to activities in the workplace, the parent agrees that they will need to be removed and other accommodations found. The policy also does not address the issue of camps in the summer, or really define what "in lieu of childcare" really means. If my son is at a camp from 9-12 on campus, there is literally NO childcare I could find that would take him just in the afternoons. There is no drop in childcare option in town, and our regular daycare in the summer requires that he be there by 8 a.m. in order to attend field trips. These could easily be worked out with a supervisor, but the policy as stated is vague and could keep people from sending their children to SFA camps because they are never offered for full day, with the exception of the campus rec option, which is pretty expensive.

I absolutely agree that employees should not be bringing their children with them for significant amounts of time each day, and that unfortunately, there are certain areas of employment on campus where they cannot ever safely bring their kids (custodial, physical plant, etc.) I also think there have been situations where this privilege has been abused. However, these would be better served with conversations between employee and supervisor, and bringing HR in where needed rather than having a blanket policy. I think it should be included in leadership or supervisor training that we should never be asking a subordinate to watch our children for any reason, because that is not clearly enough stated anywhere that I have seen.

I think think will make it more difficult for teachers who have later classes to pick up their school aged children from school since child care can be difficult to find. I feel like it should be left up to each faculty member to decide whether or not they bring their children to campus as long as they are not a disruption or a distraction to what is going on.

I think this is a dumb idea. Childcare is expensive and from what I've heard the child care that SFA provides is not easy to get into and is just as expensive. If SFA is going to do this then there needs to be an affordable alternative for those that have kids. Personally, I love seeing kids on campus and as a student I do not think that it takes away time away from me see or talking to my professor.

I think this policy is not needed, and is being drafted to override what should be common sense approaches to children. Children should be welcome on campus at any time so long as they are kept out of dangerous areas (like labs with dangerous equipment or chemicals) and so long as their behavior does not seriously disrupt normal operations of the university.

I think this proposal should be completely thrown out. Our office children love to visit out campus, they love visiting with other staff in our office as well. Our office is a safe and nourishing environment because we love children. They are never in our way or a burden to any of us.

I think this should be addressed on an individual basis and only in extreme situations that adversely affect the workplace. If a faculty member is bringing their child to campus to be watched by students whom they pay, then I do not think that is an issue. This policy does not apply to me personally, but there is enough negativity and discourtesy in many departments that I do not think a formal policy that most likely targets single mothers is not a good idea. Gender bias and discrimination against women exists at the university within many departments and administrative offices. I do not think we need another policy aimed largely at single mothers. Research supports the continued gender bias inequality in colleges and universities across the country. This adverse treatment is most likely experienced by women with children (e.g., tenure, promotion, salary). Women have historically been treated more negatively in faculty positions. We do not need another policy supports gender bias.

I think this should be handled as issues arise with the supervisor in that department. If a solution does not come then it can be taken to HR for repercussions if necessary. A campus wide "ban" essentially is not necessary in my opinion.

I think when in a bind bringing a minor child to work should be allowed. I do not agree with the people who frequently abuse this policy. My son attends an after school care program and three days in October (5th, 11th and 12th) they will not have this service available. Some people in my situation may not have a choice but to pick their child up and have them hang out until 5:00.

I understand that on occasion that children would need to be brought to campus so that parents can complete assignments. But if that is the case then they should be confined to their parent's office. Children should be well behaved and not running around. This also includes infants that may cry. Even though it is a convenience for parents to bring their children it may be an inconvenience for other people that don't bring their children to work.

Each will have their own reasoning for wanting their child to be an exception to this possibly. My son is released from the school around 3:15 pm, just down the road from my building (takes about 10-15 minutes). He is capable of walking to my office. He is old enough to know that he should use caution while crossing College because it's busy. He knows that he is entering a business environment and knows that when here, he must act accordingly. There's homework that needs to be done or daily reading at the very least. The office I work in offers a quiet, distraction-free area where he could complete the homework assigned to him. He does not use the university's equipment - not a pencil, not a piece of paper, no computer access! My son would arrive at my office around 3:30, quietly does his work, says hi to the others in the office, if they come by - he does not go looking for them. His dad gets off work at 4 pm. My child might be in my office for a total of 30 minutes, towards the end of the day. Sometimes less. Because my husband gets done with his day around 4, my son could walk to his vehicle and wait for him there to go home. As a parent, I am grateful that my child has the respect and has obtained a level of maturity in his life necessary to handle this situation. I am grateful that I can work for an organization that understands that we are humans. We are with

families. We are with kids. But, my child is older. He's not a baby or a toddler without self control. And I think that is important to my situation.

This topic and policy was brought up because complaints were received in HR by employees in supervisor roles that feel they are unable to tell their subordinate(s) not to bring their child/ren to work because their child/ren are a distraction to others. I don't like the blanket policy that states no child... I would instead like to see decisions made at a local level and documented if allowed/not allowed.

I understand the idea that you need to try to be equitable and see that side for sure. I'm actually a bit ashamed to admit that I had not really thought of that as much as a justification for the policy. And I am also well aware that this policy really affects faculty more than it does staff, especially hourly staff who do not have offices where keeping a child there for a few hours would even be an option. Having said that, I am disappointed that this seems to be the justification for pushing this forward, as I am fairly certain it will be pushed forward independent of the strong opposition that I sense there is to this policy. It just seems to me that there are so many other areas of work/life that are inequitable that many are content to ignore, so why are we pushing a policy that is burdensome to faculty and staff (probably more so to faculty, admittedly, because faculty actually have this option to begin with and staff, unfortunately, do not) that is also not friendly to families, while we are so content on ignoring other areas that are inequitable? I think it would be best to leave this up to the individual units for interpretation and just leave it alone. Don't make a policy, let the units decide, but require them to make their own policies for this if it must be done. I would also point out that the policy that you mentioned is honestly pretty vague and I am SURE would be interpreted differently among the various departments across campus, eliminating the equitable argument. For example, my department tends to be very strict in policy interpretation, whereas I know of other faculty members who have much different interpretation of policies, especially when it comes to sick time and even to some extent to course workload. So my larger point is that this vague policy really does not address the equitable argument anyway because it will be enforced much differently across campus. I can almost guarantee that would be the case, so some would go on as usual while others would be forced to struggle to find a place for the child for the hour after school here and there. I would suggest just not doing it would be the best approach, because putting the policy in place does not make things equitable.

I would also like to mention that I honestly do not think the majority of people are using work as daycare or taking advantage of the privilege of having their kids on campus in the first place. If some are, then the managers should deal with it as that is a job of managers - do deal with employees. I think this is skirting that responsibility a little bit, and punishing everyone as a result. I have a few co-workers that, for maybe 1-2 days every so often, had to have their kid or grandkid with them at work for the day otherwise classes would have had to have been cancelled or that person would have had to have gone a day without pay (which was not a financially viable option for her). NEVER would I have complained, and honestly having them there for class/other duties was much less of a burden on the rest of the faculty.

I did appreciate a few of the comments at the forum, including the idea of the policy listing what is allowed rather than what is not, and the fact that summer is much different than during the school year and is a huge challenge for people. Banning kids from campus seems just ridiculous to me. What about dual-credit kids who may want to use the library for research?

I was born in Nacogdoches, I remember being little and my parents taking me to campus. It was such a wonderful experience. ALSO, I believe it was a TERRIBLE idea to destroy Starr Apartments and those family/student apartments where the new early childhood lab is. This has made SFASU very hostile to families. Want a place for tennis courts? Build them on the roof of the HPC and new rec center. I say build new residential housing designed for young families to live while they study here rather than living in rat-trap apartments like The Verge.

I would be okay with a policy that clearly restricted bringing children to work instead of full-time regular daycare for 8+ hours a day 5 days a week. I do think "frequent or continuous basis" needs to be clearly defined as that. It should be clear that this does not restrict school age children sitting with their parents between the hours of 2 and 5, or anytime after 5 or on weekends when the parent is working extra. I do see that this could be specified for faculty who are not paid overtime, but paid a constant salary, but that wording would need to be fair to staff as well. If they are giving up their home time to work, they should be not be punished for not being able to find childcare, but they need to remain productive and not be paid overtime to just watch their own child. I did like the gentleman's suggestion at the forum in suggesting to reword the policy to say what IS allowed instead of what ISN'T. That would make the policy sound more supportive of families instead of going against the culture that I believe SFA wants to have.

This policy could affect me personally depending on how it is implemented. I live in Lufkin and drive to work and my spouse is a student here at SFA. My mom typically gets my daughter from school as she is a teacher in Lufkin and that works in her schedule. My spouse's grandparents are our backup plan for daycare, but that is less now since Grandpa is fighting cancer. On teacher development days at LISD, my mom is not available and my spouse's grandparents may not be available if he has treatments that day. This means I can take a day off work, my spouse can miss class, or I can bring my daughter to work with me so I can get something accomplished. SFA Spring Break and LISD Spring Break do not match either. So, I can either prevent my mom from taking any trips of her own, miss work, or bring my daughter to work some during that 1 week. I cannot rely on my spouse's grandparents to watch her for an entire week as that would wear them out too much.

The policy needs to state it allows after school and children's school holidays, as both of those could be considered frequent and continuous. Also, I came to work at SFA because of the flexibility it would allow me to have as a parent. My last job was very strict and kept me from home often causing me to miss out on a lot of my daughter's growing up

and school activities. I want to be able to involve her in a job I am proud of, not on a full-time basis, but as necessary. Maybe she will decide to be a Lumberjack herself if she has wonderful experiences here.

I would rather my professor show up with their son or daughter to class than to cancel class.

I would say that this should pertain only to highly sensitive areas where safety is an utmost concern (i.e. chemical, microbiological, radiological-based laboratories, etc.). I also believe that if they are on campus, they must be under constant adult supervision, with the responsibility of that supervision being primarily on the parent of the minor. I'm sure this is being brought up because of certain individuals so you just need to pull them aside and tell them to control their kids and not punish all of use

I, myself am a student that is under the age of 18. Therefore, I can not agree with this statement because if I did I would be saying that I don't an education here.

IF A FACULTY MEMBER HAS WELL MANNERED CHILDREN THEN THE FACULTY SHOULD BE ALLOWED TO HAVE THERE CHILD WITH THEM ON RARE OCCASIONS

IF there were to be a policy that limited the presence of children under 18 on campus on a frequent or continuous basis, then the university needs to give all faculty/staff a raise so that they would be able to afford childcare. Many faculty members bring their children to campus after they get out of school because they do not have access or the means of paying for childcare, and taking this option away could be detrimental to the safety and wellbeing of the children. Not only this, but if a child is regularly on a college campus, they will become familiar with the environment and thus may become more inclined to want to attend college in the future. Restricting their access to an educational environment that may help them succeed in the future is ill-advised.

If a faculty member has an emergency situation and it is cancel class or bring a child under this policy it seems that cancelling class would be the best option. yet faculty are being told to find someone to teach the class - not easy if one faculty member in the program is out of FMLA and the others have class at the same time and the dept. chair does not teach. There are also times when childcare is difficult to obtain given the hours faculty work (ie night classes, weekend classes for some programs etc.). The university is not family friendly nor has it ever been family friendly. Many faculty move here and do not have extended family to help with emergencies or in the case of a sick child. The university should consider adding a child care facility for faculty but it won't because faculty are not a priority and their needs continue to not be viewed as important. They are viewed as disposable. Having to be on campus for online summer courses for one hour per course per week means that one has to secure childcare for that hour and most places in the summer one has to pay for an entire week of childcare. There are not places that will take a child just for one hour. Thus, from an economic standpoint considering the adjunct pay faculty receive for summer courses this may result in fewer faculty teaching in the summer.

If a faculty member's child is in any way disruptive to learning, the department chair should take corrective action. If not, we should accommodate them.

If a faculty/staff member were to bring their child then it is their responsibility to inform the coworkers in their building/on their floor that they will have a child and that if the child is bothering them to say you are busy and send the child away. This policy appears to be "anti-family."

Parents are not always lucky enough to go home after getting their child from school, or lucky enough to stay at home all weekend.

If a member of the faculty or staff, whether male or female, needs to bring their child to work with them is their business. They are not only working employees, but parents as well, and must out their child's needs first, even if that means bringing them to campus.

As long as the child is not in any danger, I do not mind if children under the age of 18 are brought to campus by their parents/my professors.

If a staff or faculty member is bringing a minor child to work with them and that child's presence interferes with the SFA employee's ability to do their job OR the employee's child's presence interferes with another SFA employee's ability to do their job, THAT situation should be addressed by the parent's department chair--not SFA management--on a case-by-case basis.

SFA is a community to which I was drawn for two specific reasons: civility and professionalism. Surely this community can communicate with colleagues, and, if necessary, with a department chair, if a child's presence is impeding one's ability to do their job.

If children being present in the workplace is an issue, it would be best for the Supervisor to discuss it with the employee and not restrict the entire university. There are situations where an employee must be at work and there is no other option for their child.

I feel children in the workplace should be handled on a case by case basis. Some parents do not have family to care for a child during times daycare is not available (Labor Day when we had to work and day care was closed). If the child is not presenting an issue in the office, I think they should be allowed.

SFA employees are intelligent and know when bringing their child to the office is not appropriate.

I am very much against the policy.

If issues arise due to presence of children, they can be taken care of on a case-by-case basis. That would be a common sense approach instead of a blanket policy that is applicable to the entire campus. I was there at the forum yesterday and I did not hear a single voice that supports this policy. If the majority of stakeholders are opposed to the intended policy, it should not be adopted.

If it is a frequent base, it may cause a problem. However, if it is a not regular base, it should be O.K.

If someone is having a true problem, where a child is a distraction, then the supervisor of that employee needs to do their job and talk with the employee. We do not have problems with it in our building, and when I have seen children, their behavior has never been an issue...and majority of the time I never knew they were in the building or even next door to me.

I understand if someone repeatedly uses this as an opportunity to skip out on a need for a full-time sitter, or overly frequent. Then again, their supervisor should step in and take care of the issue. I adore having my older daughters come with me on a very rare basis, it gets them excited to be a future lumberjack, and I love exposing them to the campus and culture I have loved being part of for so long.

If someone needs to have their child at work, the child should absolutely be allowed if a) they are not a distraction to other employees, and b) the employee has the ability to schedule their own work hours and/or work at their own pace (salaried employee). There is no reason in the world why a child should NOT be allowed to sit in his/her parent's office if they can quietly read a book / do homework / watch a tablet with headphones on. It would be better for me personally if hourly employees could have the same luxuries as I mentioned above with their children, but the university seems to be heading in the exact OPPOSITE direction at this point.

If teachers have younger children and they can't find someone to babysit them. In my opinion they should be able to bring them to the work place as long as the children (here on campus) stay in the teachers room.

If there has been a problem with some children on campus, it would be appropriate to deal directly with the parents involved. A blanket policy, as proposed, will no doubt have unintended negative consequences.

If there is a circumstance where someone needs to bring someone under the age of 18, such as a child, they should be allowed to without restrictions in order to get their education or teach.

If there is a precedence set where this policy needs to be implemented, then this should be communicated with the faculty. At this time there is no compulsion to implement this policy.

If this is passed, I do not see any positive outcome. Children do not harm the learning environment of this University so there is no need for this policy.

In 1923, Stephen F. Austin State Teachers College opened. Yesterday, we talked about uninviting children on campus. Have we somehow forgotten that every single student on this campus is someone's child?

As October is National Work and Family Month, I find it stunning that we are even having this conversation. I cannot process the concept of an institution of higher education that welcomes guns on campus but excludes children.

I am having trouble understanding the rhetoric surrounding the desire to attract and retain faculty and staff while actions are taken to preclude their children from seeing their parents in action at work, where we spent an enormous amount of our lives. The disconnect between the words of administrators and the actions of the same people, on this issue as well as a host of others, are disturbing.

How can this policy come from the division and vice president who is charged with attracting and retaining high quality faculty and staff? The irony, and insulting reality, of this situation is beyond description. Forced this forward with the Regents and ignore what took place yesterday, and the result will be an even more difficult challenge to recruit employees to a university where people are overworked, underpaid, and told both verbally and nonverbally that the most precious people in their lives are not welcome.

What is the expectation when the university is open on Labor Day and the entire school district is closed? If children cannot come to campus in such an instance, be prepared for massive absences, phones ringing off the hook, and widespread class cancellations. If this proposal is about insurance liability, I would like to know how many dependents of university employees have been injured while on the SFA campus. If there was a complaint this summer, a university-wide policy is a disproportionate response. Make the distinction between the long semesters, when childcare is less of a concern, and the summer, when every single one of us are simply trying to piece together child-care coverage every single day.

I question the legality of this proposal. How can a state institution prohibit any segment of the population from the grounds? Is this not discriminatory to children and parents, and specifically to women as this is where the majority of caregiving duties fall in many families? It may not be intended to penalize professionals who are also mothers, as has been my experience, but that will be the outcome.

Should this proposal become policy, it will send a clear message that will harm the goal of improving university culture that so many discussions, committees, workgroups, and meetings have revolved around for the last three years. Should this policy become reality, students will suffer as they will be forced to decide between class and a sick child, between accessing university resources and childcare duties. Should this proposal become policy, faculty will be presented with duplicitous messages: “welcome to the SFA family” versus “never miss work again because of your children.” Should this policy become the norm, staff will miss work and utilize significantly more leave, vacation, and sick time than ever before at a time where resources are scarce and positions are being dissolved by the university, at least in certain divisions, at an increasing and disturbing rate. Should you choose to ignore the presence of those attended the forum, those who shared their thoughts and concerns, their fears and literally tears, the voices of those who have reached out to you, and the silent majority of those who are too terrified to speak for fear of retaliation, do so with extreme caution for it will have consequences you have not even considered.

In regards to faculty with young children I believe this restriction is very unfair. If their child is sick and they cannot take off, cannot find a sitter, etc., it is not fair that they should not be allowed to bring them to campus. Situations arise and daycare is expensive. Faculty and staff should be allowed to bring their children to campus. If you restrict them from bringing their children to campus then shouldn't that mean that all minors should be banned from campus? Wouldn't that then mean that no one under the age of 18 could tour campus? What about students that are under the age of 18? What about campus events where minors are present? What about 17 year old students who work for the school? I think that this initiative is ridiculous and if you wanted to be fair then all minors should be restricted not just those of faculty and staff.

In the 21st century, many families are either working middle class or single parents to make ends meet, including SFA staff and faculty. Implementing this policy would show carelessness towards these families and puts a bigger burden on them. In most cases, these faculty members would not choose to bring their children, but they have to to ensure they are doing their job on campus.

In the spirit of transparency, I feel that the SFA Administration should explain to the Faculty and Staff what the incident was over the summer. No names need to be mentioned, but how can we decide on a policy when we (as a whole) don't even know what happened over the summer. Not once has anyone mentioned what happened. We should be able to have the facts that created such a scare on campus at the start of the semester. It was blown way out of proportion and many people started contacting individuals on campus about voting for a policy that won't be looked at by the board of regents until next year. I'm only speculating based off of the conversations on campus, but it seems to me that this is a case of bad parenting. The actions of a few have created a blanket policy for everyone here at SFA, when it really should have been taken care of at the individual level. Done. End of incident. Move along. How about we take a look at the faculty/staff code of conduct and not even worry about having a policy. From the looks of it, many faculty are already breaking the proposed policy guidelines anyway and will continue to do so. With no punishment or enforcement, a policy won't even matter.

It is completely ludicrous that a university where one of the main majors is studying how to better children would prohibit children on campus. The arboretum, a family-friendly draw to the campus, is a place where I have many fond memories of visiting as a child, and this is one of the major places where I go to escape my studies still.

Prohibiting or even restricting children here, on the campus, would be so insulting that I'm unsure how far enrollment would drop because of this. There is such a disconnect between this proposal and common decency that it's disgusting to think this policy was even considered in the first place. How prideful and entitled does one have to be to think that restricting or prohibiting children (minors) in the classroom, on the field, and around campus is a good idea?

It is important for children to see College as an opportunity for them! Bringing students on campus is a great way to teach and inspire them to go to college.

It is not so bad for those that do not abuse their kids coming to work. what is bad is when there are people that bring their kids to work and let them play on work computers and distract other employees from doing their job. It is not bad for those who need to bring their kids back and then they go home with them at 5pm. Their kids do not bother anyone. I feel like it should be more of a department to department basis.

It needs to be a family-friendly campus. We are adults who have work to do, and will not abuse the privilege of having our children with us when it is unavoidable.

It needs to be understood that the faculty/staff will come across instances where they may need to bring their children with them. As long as they do not disturb the intended learning environment then no real issue should exist.

It seems as if leadership is in need of some professional development that will assist them in having difficult conversations with others. In the absence of leadership, it appears that we make policies. For people who are abusing a child being in the workplace, a conversation needs to occur to see if there is a bigger issue at hand.

It sounds like the policy was proposed because there is one individual who has disruptive children. Perhaps that faculty's chair and dean can solve the problem instead of creating a family-unfriendly policy for the entire university. Do we need a "no loud music in your office" policy? Or a "clean up the microwave after you overheat your food policy"? An "erase the board after your lecture policy"?

I don't even have kids and I can see why this policy is a bad signal to faculty about institutional priorities.

It's hard for me to even find the words to articulate how genuinely disappointed and actually repulsed I am by knowing that administrators at my workplace are trying to push this policy through. And, after what was heard at the forum yesterday, if administration still rams this down our throats, it will be settled once and for all: no administrator at SFA cares even one tiny whit about employees, families, or children. Enacting this policy will confirm that the entire strategic planning process was a complete and total sham and that our pillar about transparency is a crock. We all suspected as much, but this will settle it. This policy will disproportionately harm female staff and faculty, who do the brunt of the work at SFA while men are promoted and put into positions of power.

If administration goes through with this, expect several things to happen:

- a) some of your best and brightest staff and faculty (male and female) will leave
- b) Once word gets out that SFA is anti-family and anti-children, you will be less able to attract high quality staff and faculty.
- c) This will cause damage to SFA's reputation in the community, in the state, and nationwide.
- d) Our students will suffer as faculty will be less available to them as they currently are.

There is so much gender discrimination against women taking place every day on this campus, it's hard to even know where to begin on this.

Like many others who spoke during the forum, both my spouse and I took a drastic pay decrease to come and work at SFA. As such, the idea of finding a drop-in daycare for our children as-needed is outside of our budget, as is paying for any of the local after-school care programs (which we've investigated but can in no way afford on our salaries). Our children have on many occasions spent time in our personal/private offices, quietly reading or coloring while my spouse and I continue our work. I would perhaps change my stance on this matter if SFA were willing to compensate us and the other families for childcare expenses incurred through after-school care programs; something similar to the university-sponsored 'Parents Night Out' arrangement, but from the hours of 3 pm until 6 pm. rather than Friday nights through midnight. In a related question, might faculty be able fulfill office hour requirements with VIRTUAL office hours? Available to students via phone or email? This may prevent at least some instances of having children on campus when the parent/faculty member has office hours scheduled, if the parent can be readily available to students from home or elsewhere. Especially if the faculty teaches 'distance students' who are not on campus at all.

Limit - yes, there is no reason we couldn't have rules stipulating that unlimited presence of children in the workplace is not appropriate. Restrict or ban - no. Of all employers, we should be welcoming of having young people be exposed to a collegiate environment.

Many faculty members regularly complete work from home as well as on campus -- indeed most of us, I think it is fair to assume, work well over forty hours each week. Our work is not assessed on an hourly basis, but on the timely completion and quality of our various research, teaching, and service obligations. It therefore makes little sense that having a minor in a faculty member's office would constitute a disruption to the

workplace, any more than having one at home while working at home would be one, so long as all basic expectations for regular productivity are met. Were the proposed restriction to apply only to classroom hours and dedicated office hours, I could see the sense behind it. But even in the case of office hours, I can't imagine a minor would constitute a significant disruption if the minor is of an age where he or she could reasonably attend to themselves outside of the faculty member's office whenever a student wishes to meet with the professor. What difference is there really between a professor picking up his child from school after all classroom and office hours have been completed and continuing his work at home while the child completes homework on the one hand and doing precisely the same thing in the professor's private office on the other? By the same token, suppose a professor routinely works roughly 7 am to 7 pm Monday through Saturday with short breaks every three or four hours to breastfeed a newborn infant while her husband provides primary care for the child. Should such a professor be barred from working and breastfeeding in her own office?

Mostly yesterday, we heard from mothers. I am not a mother and I am on the fence about having kids. One of the main reasons that I left my last job, however, is that there would be no way for me to have children and give them the time that they needed. As a new faculty member, I just recently participated in the job search. The "family friendly" nature of SFA was a reason that I accepted it - along with a major pay cut. I knew that, if I were to decide to have children, that this would be the place. I opposed this and sent my displeasure to my Faculty Senator at the beginning of the semester and, after yesterday, AND after reading through the provided proposal, I am still in disagreement.

My (non-academic) department already doesn't allow children in the workplace, so in order to be fair, it would make sense for others to have to follow the same rules. I would wish for faculty members to know that there are many people on campus who make less money than them that ARE forced to pay for the limited expensive childcare available in town (think of your custodians, grounds keepers, accounting clerks, UPD officers, tech support, etc). We ARE forced to struggle with being working parents and worrying about choosing between being good employees and good parents. We have never been given the opportunity to have our SFA family help raise our children. However, at the end of the day, I believe that faculty and staff have different rules/expectations. If it isn't causing a problem with faculty getting their jobs done, I don't think it is important enough to take away this "non-salary benefit" from them just in order to be fair. It sounds lovely for them and I could see how it would help attract and retain high quality faculty.

My comment is more about children over the age of six. There are times when parents need to bring their child with them to work. For instance if the child has a doctor's appointment, it saves time to bring the child to work instead of taking extra time to go pick them up from the school, especially if they live outside of Nacogdoches.

My mother has worked on SFASU campus for almost 20 years, and always brought me and my siblings on campus growing up. We got to make friends with other professors children, and stayed out of the way of classes and work. Us being there was never a problem, and it is more common today for both parents to work, or have a single parent

household. It is more convenient for faculty/ staff to bring their children up to campus, instead of paying for after school care. I feel like as long as your kids are well behaved, and won't cause any disruptions, they should be allowed on campus. If this proposal went through, you might as well propose a policy to not let Dual Credit students on campus, because they are all minors. Some are even as young as 15.

My name is (name redacted), Senator for the (department redacted). Throughout my time at this university, I have seen many professors that I personally know throughout campus bring their children to work with them. There has never been a single time that their presence on campus impair their duties as departmental faculty. As for the comments made about professors bringing children on a "frequent and continuous basis," I have never met any faculty or staff member that brings their children to work on such a normal occasion; I have only ever witnessed faculty and staff bring their children when absolutely necessary. Not only are they not present in a "frequent and continuous," manner, all the faculty and staff members I know always ensure that their children are not being disruptive while they are here. If we saw a spike in isolated incidents during the summer months when most children are out of school, why not deal with these incidents individually instead of having to enforce a vague, loose, unnecessary policy.

My name is (name redacted), I am a 21 year old student at SFA, and I strongly appose this idea. As a child nothing spurred me more towards pursuing an education than visiting SFA. My father went to SFA, close family friends worked as well-known professors on this campus, and I spent a great deal of time exploring the campus and seeing what I could aspire to for my education and career. As a student here today I often work with kids, and have often met my professors' children on campus in studios or hallways. They have never been a nuisance and typically enrich the academic environment. This idea is preposterous and makes me ashamed to be an SFA student.

My senators have my email with reasons for opposition that they will share. I would add that I am concerned that "several" people went to HR about this. What is several? Did these people follow the appropriate chain of command before going to HR? Issues with a disruptive child should be dealt with by first speaking to the parent and then if it's not resolved to your department/school chair, not running straight to HR. Even more, I am concerned that faculty and staff would not have known about this proposed policy and been able to make a grass roots effort to have an open forum had some of us not found out about it, from a private email on Facebook. When I found out, I of course fact checked and found that it was indeed a proposed policy. I was able to share this with my faculty colleagues and around the same time received an email from my faculty senators about it (I guess they'd heard). This is the opposite of the transparency SFA administration says is part of our culture.

Thank you and the SGA for sponsoring the Forum. Even though it was on a busy teaching/clinical day, the turnout was great and multiple valid points were made in a very professional manner.

No one knows what another individual is going through at the moment. Professors or faculty should be allowed to bring their children, as long as they don't cause a problem.

Not enough data to justify the imposition of a policy that could reasonable be handled by the management structures already in place across each college.

Not much background info. Are there many cases where this is a problem that distracts workers and requests to reduce the presence of children are not responded to? Having not encountered this problem, it seems like this could be worked out on a case by case basis without a policy.

One of the beauties of working at SFA is the ability to bring children to campus when no other option is available to the caretaker of those children. Co-workers, working together to ensure that we are able to come to work and help each other is a plus, not a negative, to this job. Bringing my grandchildren has instilled a sense of the importance of college in their minds.

The definition of 'frequent' is ambiguous and therefore hard to have an opinion on. Continuous can be ambiguous as well. Is continuous including something like every Monday and Wednesday for an hour until the other caregiver can pick them up? Or is it talking about every day all day? The lack of clarity on definitions makes me oppose this proposal.

Parents have to work, kids and parents both want to spend time with each other. Kids can also learn good qualities and characteristics from being surrounded by parents and professionals in the workplace.

Parents/grandparents and supervisors/department heads should be able to control within reason the amount of time the children of employees spend in the workplace. Having a policy in place which has disciplinary consequences may cause excessive time off. How is a supervisor/department head supposed to verify lack of childcare? It would have been helpful if HR had provided a list of complaints during the forum.

Part of the reason for coming to SFA was the family orientated, respectful nature of campus I encountered during my interview. As a new faculty with a young family, sometimes emergencies occur, and I need to pick up my child from preschool to bring her to my office. Also as a professional, I know NOT to have her here disrupting the other faculty and staff, nor having her disrupt classes; this is simple commonsense and courtesy to my fellow department members. The need to regulate the amount a child can or cannot be on campus sends the signal that we are unable to do our jobs without constant oversight. Policies of such give the impressions to potential new faculty (and current faculty) that administration needs to constantly micromanage their professors, and that we unable to maintain a professional work environment here at SFASU. Part of what sets college campuses apart from public (and private) grade school and the rest of the world is the openness and open-mindedness of college. If there was a limit on the amount of time that minors can spend on college campuses, then that would not

only present a bad image of the campus to the minor, but also discourage them from attending said college in the future. Furthermore, most of the high school students who visit college campuses are minors, and although the proposal is to limit the amount of time spent on the campus (and not ban minors entirely), such a policy is still obviously counter-intuitive.

College campuses are a haven for all manners students from all sorts of backgrounds. In the real world, and later in life, young students will eventually have to interact with the entire spectrum of human life/culture. Therefore, a policy restricting them from college campuses would also be doing them a disservice. As an educational facility, college campuses provide a unique insight into how people behave and who students can become as both professional and individuals. Thus, it makes zero sense to propose a policy that would foster ignorance in our youth.

People just need to use common sense! Sometimes faculty are just caught with a sick babysitter ect and need to bring the child to the office to finish a project or whatever. The problem I have is when faculty bring SICK children to the office and then to faculty committee meetings! It is disruptive and nonproductive. The bonus is others become ill and have to miss work! Now we are back to the common sense. SICK or crying children DO NOT belong in faculty meetings. Faculty need to take their children home and others will be glad to take notes for them. FaceTime works well too!

People should basically mind their own business when it comes to this matter. As long as your child isn't hurting anyone or disturbing anyone, everyone needs to find something better to bitch about than a child. Not everyone can afford the 350\$ per child per month that daycare charges so its either bring them to work or leave them at home alone. Bottom line there are honestly better things to be petty about that actually matter than this.

Propositions of this nature most generally stem from a very small minority who have an issue with a particular situation. I believe that instead of directly addressing the issue with a conversation and resolution between the parties that now the SFA community as a whole is targeted to take action with a policy. I do not believe a policy is necessary. Recognizing that children do get sick, I find that a non-frequent occurrence is something I'm not worried about. Life happens, I understand that, but if the situation continues, especially on a day to day basis, it become a distraction to not only the faculty member but the students as a whole.

Restricting faculty and staff's children from visiting campus sets a dangerous precedent and would be difficult to police. It contradicts SFA's family-friendly and open environment. It also would be unfair to restrict children from coming to campus simply because their parents work for the university while children from the community have access to campus.

The proposed policy goes against SFA's strategic plan, as many explained during the open forum. Having children in the classroom can create transformative-learning experiences for students. Many now employees who essentially grew up on campus expressed how being able to be on a university campus after school greatly impacted their lives in a positive way. If our goal is to attract and retain high-caliber faculty and staff, they should be trusted to have their children on campus in a reasonable manner. Allowing children to establish a connection with the university early on can create lifelong Lumberjacks.

I believe this is an opportunity for SFA to rise to the occasion and create a forward-thinking solution, such as affordable childcare on campus for working faculty and staff members. With our many early childhood education and human development and family studies degree plans, surely there is a way we can use our faculty's talents and student interests to create a day care that blends curriculum and childcare in a mutually beneficial way, similar to how the Early Childhood Research Center functions.

SFA does not need a policy about this. Academic unit heads need to deal with any problems that may arise related to minors in their areas. This issue is one, like many, that does not affect every department equally. In some areas, like the one where I reside (music), we welcome the presence of minor children. We find that they benefit from being around the college students and vice versa. We have programs for community minor children. Most of us have seen our own children enjoy great benefits from their exposure to the academic and artistic community that exists here. We should not have a policy that paints us into a corner, but instead leave flexibility to deal with the issue. If there are departments or situations where children are in danger, or are disruptive to the work/teaching/learning environment, then that should be dealt with in house. If the parents of those children are resistant, then shame on them. I suspect THAT is really what the cause of all of this is. If a parent is asked to keep a child under control, that request should be honored, like it or not. If people would do that, a policy would not be needed. However, if a policy does somehow come out of this, will our children be exempt from it if we make them lifetime members of the Alumni Association at an early age?

SFA has a unique environment where everyone is a family. I think it would be wrong not to let faculty bring their family members to campus.

SFA has survived for ninety-five years without a policy on children in the workplace. To create one now based on a few incidents last summer seems like typical SFA overkill. Seems to me that problems should be handled by chairs and supervisors on a case-by-case basis. If the preliminary policy is implemented, I won't even be allowed to bring my kids to campus on weekends and evenings to walk around. Moreover, surely the forum on children showed the powers-that-be that formulating a policy will stir up a hornet's nest among faculty that could lead to votes of no confidence in Faculty Senate. Considering the fact that the university is currently the defendant in a sexual discrimination lawsuit, it seems foolish to fight such an unnecessary battle. Finally, this whole brouhaha indicates that many of those making important university decisions don't really understand the faculty. They seem to see faculty as typical nine-to-five state

employees when this is simply not the case. I can't help but note that the provost is the only person in upper administration who has ever taught a university course.

SFA likes to speak of students, faculty, and staff all being part of the SFA family, yet when it comes to our actual children, it seems that idea does not apply. My daughter is comfortable in a college environment because her mother and I work at this school and make it a point to make her part of our experience. Whomever thought this was a good plan should be ashamed of themselves.

SFA needs to communicate that this a family friendly employer. If not, there is no point of recruiting faculties who would like to come to SFA because of its environment.

SFASU is a university in the heart of deep east Texas where family comes before everything. Altering the culture of the community by imposing a rule such as this would be detrimental to the image of the university. Also, studies show that introducing children to the educational setting at an earlier age increasing the probability of advanced education, this a more educationally prepared future for the country. In order to prevent Hindi g SFASU accountable for the safety of these children, SFA should impose a clause into employment contracts that addressing children with the workplace and the responsibility of the parent or adult for the safety of the child. There should also be a waiver of responsibility and a roster of children approved to be on campus.

Some faculty have children and this job is the only way they can put food on the table. With that in mind, they can't pay for childcare but they can't simply quit to watch their children. Thus a never ending cycle emerges, unless the faculty member takes the child to work.

Some faculty/staff/students are not able to put their children into school because of their age, their child could be sick and they could not stay home from work, they might not be able to hire a babysitter or put their child in daycare. There are many reasons as to why the parents have their children with them on a frequent/continuous basis.

Some of my favorite memories growing up was going to work with my mom and seeing everything that she did to provide food on my plate and a room over my head. I definitely think that faculty and staff should be able to bring there kids to work with them.

Some parents don't always have access to a babysitter if their kids are out of school for a holiday or work day. I have had professors bring their kids to class due to a school holiday that the college didn't get off for so I personally don't see anything wrong with professors bringing their kids to class.

Some people might not have anyone to watch their children or they can't afford or find a babysitter. Just like some students might have to take their child to class with them because they cannot get a babysitter.

Sometimes people are found in difficult circumstances in which a single parent or a parent that cannot find where to take their kid.

Sometimes students and instructors don't have the resources to get child care. This needs to be evaluated on a case by case bases.

That is honestly so discriminatory. Campus should be an honest and open place for everyone!

The blanket ban on children under the age of 18 would cause unnecessary inconvenience. A child only becomes a problem when his/her presence interferes with the employee's ability to do work. I find it absurd that this policy would prohibit something like a school-aged child quietly working on homework in a corner of their parent's office while their parent is holding office hours. Parts of the proposed policy I do agree with, however, include the ban on bringing sick children to campus and the ban on allowing children into rooms with significant safety hazards. The children would have to be well-behaved. Many students study where they are most comfortable so depending on the area, or time of day there cannot be children running around. One would know how their child(ren) act, so use best judgement.

The creation of the policy seems extreme. I am curious as to why the complaints that were mentioned were not handled on an individual level, as opposed to addressing the entire SFA community. If those in elevated roles were the ones abusing the leniency already, it only seems that their decisions will continue- for who will hold them accountable to the proposed new policy?

While I understand the need to explore the creation a policy, the wording was extremely vague and seemed to leave many terms open to interpretation. How often is "frequent?" Is there a duration that is prohibited? Per the clarification that was given 1 hour seemed reasonable, but what is unreasonable? When accountability was asked to be clarified the term "discretion" was used, as well as noted that there was no disciplinary process in place. All in all, I question in 95 years if this policy is truly necessary and the thoroughness of its vetting and compilation of the verbiage and implementation.

The day care here on campus makes day-trips to the campus so you are gonna have them stop? I am a single mother on this campus as a student, I can not get my daughter onto the school daycare because I am not faculty. This is the greatest fault in the system. I would love to have my daughter closer to me during school hours instead of driving around town to go pick/drop off. Next if this is passed are we stopping all the high school programs that happen in the student center? FFA, debate, cheer competitions?

You should not stop a teacher/student for bringing their child up here because they are sick or school is out but college is still in, daycare is not open all the time and it would decrease attendance if you started doing things like this.

The fact that this policy is even being discussed makes me sad. I've worked here for 18 years and have frequently had my children come by the office as well as many of my coworkers. This is how we get to really know our coworker and their families. I thought SFA was a family environment. If the Director of the department does not mind children under 18 being in the office then I don't see a problem. I strongly oppose this policy, it is ridiculous.

The following was presented to me and it expresses my views.

Thank you for reaching out. I am strongly opposed to adding university restrictions based solely on age. If a policy cannot be stated without reference to age, race, religion, etc. then I believe it is basically discriminatory. It communicates exclusion to a people group and that their value, or lack of value, comes not from their character but from factors beyond their control. Second, I believe that restricting family interactions diminished SFA's culture as a warm "SFA family." We were founded as a teachers college, and I personally came to SFA largely because of the familial atmosphere. I believe such policies would particularly disenfranchise faculty and staff who are just beginning their careers, interested in raising families, and might not choose to come to SFA if they discovered it was hostile to families. Third, I believe minors on campus occasionally is healthy for campus perspective. Many university campuses talk about the "campus bubble" because the campus environment is so different from the real world. We shouldn't work to isolate ourselves. Fourth, this is a bad idea in terms of recruiting. Many minors don't first think about attending SFA at a formal recruiting event like Showcase Saturday " how many come as 6 or 8-years-olds and dream about attending? Really even the very fact we're discussing how much we can "get out of someone" for allowing them on campus is somewhat despicable to me. Human beings should be allowed on campus and made to feel welcome as much as is feasible. To be clear, adding more "exceptions" to this policy will in no way diminish the concerns I've enumerated. Telling African Americans they can't sit in the front of the bus unless " is wrong no matter how many exceptions are added. I hope this is an opportunity for our campus community to come together to reaffirm that we are an SFA family, that minors may well have much to contribute to this community, and that inclusivity has merits beyond the bottom line.

The issue is always the supervision and safety of the children. To the extent, faculty bring children and are unable to supervise them during teaching times, I am generally opposed. However, there is nothing magical about the age of 18. It's the younger children that need the greatest supervision, older children less so.

The main concern is liabilities. The University or certain offices (such as Student Recreation Center) or departments that complain and use liabilities as excuses can draft their disclaimers or waivers for employees (or customers) with minors to sign. This way, if anything happens, they won't need to worry about responsibilities or liabilities.

Any employees that bring minors to campus will be responsible themselves for any injury that may happen to minors. The responsibilities won't be shifted to the university. The majority of the faculty should not be punished for the lack of discipline other faculty decides to institute upon their children. Certain faculty should instead be forbidden

from bringing their own children to campus. If the few are going to ruin it for the many, the few should instead be singled out.

The policy sounds like the attempt of a weak supervisor to get a "rule" that can be enforced because the supervisor doesn't want to address a specific issue with a specific faculty or staff member. The children of faculty in our department generally behave better than some of our students and are a delight to see when they are occasionally at work with their parents. If a faculty or staff member brings their children, and the presence of the children interferes with the work environment, then that issue should be addressed by the supervisor of that faculty or staff member. I would regret the loss of the family-friendly environment that a policy of this sort seems inclined to create. The proposal needs to recognize that not all employees of SFA have offices where a child can stay sequestered from the other employees and students. The proposal needs to recognize that having children is a lifestyle choice that not everyone has chosen. Even those of us who have chosen to have children don't want to be bothered by the children of others while trying to work. There needs to be a recourse for reporting and dealing with a parent/guardian that leaves their child unattended when they bring them to campus or worse forces students or other employees to become a de facto baby sitter to make sure the child doesn't hurt him or herself while on campus. I would also say all parents should sign a liability waiver stating that if their child is on campus continuously they do not hold SFA liable for any accidents that might occur.

The proposal of this policy and the conveyed rationale for its need is deeply troubling. As one speaker at the open Family Forum shared: one remembers most how you made them feel, and the perceived messages that have surrounded the timeline of how this proposed policy came to be have left many, like me, feeling devalued, fearful, and unsupported as employees of SFA's "family." And while others may want to declare that "feelings" and "emotions" have no place in "business policies," when it comes to one's family --- feelings matter the most! Those administrators charged with and/or inserting themselves into a decision regarding the proposed policy need to know that this IS deeply emotional for many SFA employees whom SFA has, in the past, frequently identified as part of a "Lumberjack family."

Therefore, I propose a policy regarding children in the workplace that, in word and practice, better promotes the "collective vision of what the preferred future of SFA should look like" for working parents. The wording of the policy needs to, in no uncertain terms, honor SFA's supporting goal which seeks to see that "our faculty and staff are the university's greatest assets." Such a policy could declare that employees are welcome to bring their minor children to work, when necessary and at their professional discretion. To shift control of decisions regarding one's own children to employees would send favorable messages that SFA truly values and trusts employees as the professionals that they are. A policy that supports and values working parents at SFA is necessary for employee morale, productivity, and overall satisfaction. In the case that a child's on-campus presence becomes an issue of safety or consistent disruption to workplace productivity, those individual cases should be handled individually by the employee's direct supervisor, who should be adequately trained in negotiations of and empowered to offer workplace accommodations and flexibility for working parents.

In closing, I have worked for a university that promoted un-family friendly practices similar to the ones being proposed by this policy ... and I LEFT that university, at a pay cut, to join the SFA family. For years, my family and I have felt welcomed on this campus by staff, faculty, and students those feelings disappeared this semester, and it is my earnest hope and need that these feelings of support for and trust in my abilities, productivity, and effectiveness as a working parent be restored by either nixing this proposed policy altogether or by taking great efforts to draft a pro-family workplace policy.

The proposed policy does not take into account important situations such as school holidays for public and private school children not observed by SFASU. The "frequent and continuous" does not recognize that there are often mitigating circumstances due to faculty or staff schedules that may necessitate children spend thirty minutes or so for two or three days each week in a faculty or staff office. Such circumstances are too short to find regular alternatives for child care. If there have been issues or problems with children in the workplace, then those should be addressed proportionately within the academic or administrative unit. If managers, unit heads, etc. are unwilling to address these issues at the level of the individual unit or faculty/staff member, then I suggest the problem is with the manager, unit head, etc. Unit heads, managers, department chairs, etc. are paid well above base pay for faculty and staff to be managers. If they do not want the responsibility to address these difficult issues, then they should resign their job. Yet, again, we find base line faculty and staff being "blamed" for or inconvenienced because higher level administrators on this campus simply will not take responsibility to do their jobs.

The proposed policy is contrary to what SFA is about. This is going to make it difficult to attract good young faculty who have children. My son has grown up on the SFA campus and has benefitted tremendously from his experiences here. Shame on the administration for wanting to curtail this!

The proposed policy is short-sighted in terms of attracting and retaining faculty. In other words, it strikes me as a policy that does not account for institutional (i.e. big picture) ramifications of enacting policies that do not help SFA grow in meaningful ways. Additionally, it is easily interpretable as a covert form of gender inequality. The university houses very intelligent and educated people, therefore parents have enough intelligence to decide when it appropriate to bring their child to work. It should also be at the discretion of their supervisor to handle the situation if the child becomes a problem. HR should only become involved is the problem is continuous and no change has occurred. Do NOT put a blanket policy banding all children because a few have been disruptive. If you do enact this policy, then you need to provide AFFORDABLE childcare and the Early Childhood Lab is not it. Plus the lab only provides after school services for charter school students, which my daughter does not attend. I don't know the faculty to staff ratio, but I can tell you that alot of the employees here do not make enough money to pay for additional daycare expenses no matter the cost. In my situation, it's a matter of feeding my family or paying someone to watch my child for 1.5 hours a day. Over the years I have seen SFA spend their money on ridiculous, unnecessary things, so I'm sure money can be found somewhere. I am now blessed with an office where my child can be

in and quietly watch a movie or color and even if it was distracting I have a door that I can close. Please don't take that away!

The university offers a diverse environment of classrooms, offices, laboratories, recreation and other activities that will attract children and minors to campus. Generally, the invitation of children and minors including those of university employees should be permitted with due precaution and limitations to protect health and safety, to maintain productivity.

It is not unusual for an employee to bring a child to work and should only be permitted occasionally, for the convenience of the employee or due to a family emergency.

Children should not be routinely permitted in offices during scheduled work times.

i. A parent or guardian must provide supervision at all times.

ii. Children should not be left unattended or with other employees.

iii. Children should not interfere with workplace activities.

On occasion a student may want to bring a child to class and should only be permitted occasionally, for the convenience of the student due to a family emergency.

i. A child should not be left unattended while the parent or guardian is attending class or conducting any other business or social function on campus.

ii. Line of sight supervision of children by the parent or guardian is required at all times.

iii. Minors and children should be not allowed in the following high risk areas:

o Laboratories, shops, studios, mechanical rooms, power plants, garages, animal facilities, food preparation areas, high security area;

o Any areas, indoors or out, containing power tools or machinery with exposed moving parts;

o In university boats, aircraft, snow machines, grounds equipment, farm equipment, heavy duty or other motorized equipment; and vehicles except those assigned to the employee for commuting from home to campus or as part of a recognized university program;

o Gymnasium, fitness center or other athletic or employment locker room, and
o Any other high-risk areas (no playing in stairwells or doorways, no access to rooftops, construction zones, etc.).

iv. Minors and children should not be allowed in classrooms where classes are in session unless permission is granted by the faculty member. The student should ask permission from the faculty member prior to the start of class. If a child becomes disruptive, the faculty member may require the student and child to leave. The faculty member should discuss the frequency of such occurrences with the student if this should begin to occur with frequency.

I agree with most of the opinions shared during today's forum. I appreciate the work that Human Resources has done to address a repeat issue and would expect them to do no less and certainly never to write off those filing complaints. I don't, however, feel this particular response was appropriately handled. It seems an exaggerated response to a not-so-exaggerated issue. I think a policy can be drafted that is more general and emphasizes the roles of supervisors in handling such issues first. I think a general policy

that HR can refer to in such instances is fine but could more simply state the ways in which repeat offenders could be handled.

There are always minors on campus for college visit days or field trips. Restricting minors related to faculty seems unfair.

There are circumstances (medical) where a child may need to be with a parent or guardian. Unless the University is willing to monetarily compensate those parents with children who may have special needs, as long as it does not hinder the employees work performance or disrupt the work environment, there is no reason there needs to be a rule or initiative. Additionally there are, or at least have been, programs at the University that work with local area High Schools and present a need for people under the age of 18 to be on campus regularly.

There are many reasons that I oppose this policy. First, I believe the policy is too vague and will still not create equality as it was intended to. The policy undermines the ability of administrators on the SFA campus to professionally handle any instances in which children in the workplace cause a distraction or safety concern individually. Second, one of SFA's greatest strengths is the way it stands out as a community. If we plan to recruit and retain high quality faculty, staff, and students we need to think differently. In a changing culture, family values and inclusion are of utmost importance. Allowing SFA to remain a place that is family-friendly will set us apart from other institutions in the best way. Finally, I believe this policy was reactionary to specific complaints. I have worked in a position of creating and enforcing policy for many years. I understand and appreciate University policies. I have found that policy is hardly ever effective when it is implemented as a reaction to specific events. Generally, I do not believe that children are a problem at SFA, and this policy is addressing an issue that is unique and specific. It is inadvertently creating distrust, anger, and feelings of exclusion in some of SFA's best faculty, staff, and students.

There are many students on our campus with children. To ban faculty and/or staff would in some cases include our student workers. More importantly, the message that it sends to our student body is that SFA does not support the family. We promote the idea that SFA is a family, but we ban the next generation from becoming engaged?

I understand there are always people who will take advantage of a situation. Faculty or staff that might bring their children to work instead of finding appropriate day-time care. However, those would be limited situations and should be dealt with individually. There are times when a parent, grandparent needs to bring a child to work. On the nursing campus, we work together to ensure that the child is cared for and that class for the students is not interrupted. The process that is used has decreased the number of days missed by faculty and staff due to a sick child or no sitter.

There are times where it may be unavoidable to bring children to work, maybe before an appointment as long as the child is not contagious, and only for a limited amount of time that could be set. However, I do agree that children should not be brought to work in lieu of daycare. I have personally been asked to log into a computer with my

information for my supervisors children (yes, more than one), so that their children could play on the computer for several hours while the supervisor continued to work. I did not agree with logging in under my account, nor was I comfortable in doing so, however since a supervisor told me to, I was not comfortable with telling my supervisor 'no'. My supervisor has abused the fact that the office has an extra room with three computers in it to allow her children to be in the office and she doesn't have to use vacation/comp time to care for her children outside of work if something occurs. I understand that situations do arise, however it should never come down to someones children being at work for more than a set amount of time.

There is a big difference between bringing a 2 year old, 10 year old, and 16 year old child to the workplace. Making a blanket policy may not work.

I would hope that the faculty and staff at SFA are able to discern the appropriateness of bringing their children to the workplace. If not, immediate supervisors should be able to step in and manage the situation on an individual basis.

There is no reason why children should not be permitted with parental supervision. Bringing them to campus has many beneficial caveats such as instilling that higher education is important and attainable. It also creates an environment that is conducive for developmental purposes such as connecting to adults and developing relationships. ..it takes a village!

There should be a free daycare for children if not there shouldn't be an issue with faculty/staff bringing children to campus
There should be protocol in place in the event the children are disruptive to the work environment. Possibly, a system where the employee has so many warnings before the child is no longer able to be present during the guardians work hours.

This again sounds like an issue had by a few people of bringing children for long term events into the teaching area and not a over all problem. You need to support staff and faculty who may be experiencing an event which is causing a difficult time.

This feels like a complicated solution to a problem from a few people. Additionally I have no idea how this would actually be enforced equally. Some departments will turn a blind eye while others will wield the policy like an axe.

My suggestion would be to attack very specific problems or traits of the worst problems. (Unaccompanied minors, contagious minors)

This is a blanket draft policy that tries to solve isolated situations where a faculty member or staff member are not acting responsibly. It gives cover for SFA liability, and for those supervisors who are not willing to confront those they supervise when problems occur. It also comes from peers who skipped reasonable methods to approach such issues (directly talking to peers, direct supervisors) but ran directly to HR. As such it tries to legislate common sense. 1size does not fit all, but SFA always tries to deal with this way. If enacted, it would reduce something I have seen in over 20 years at

SFA...."FAMILY". Maybe this is how most families operate, but they (and we) shouldn't. If a supervisor won't deal with this without a policy, maybe they should not be a supervisor. For the faculty or staff members who ran to HR directly, shame on you. However, some common sense items listed should be addressed, but without such a policy. Those are in the last paragraph.

This is a ridiculous policy. It does nothing to foster a feeling of community or family here on campus. Here's an idea: lower upper-administration's annual salaries and use the money to fund a free daycare for the children of faculty and staff.

This is a ridiculous waste of time and power. Part of the perk of being an academic and part of the beauty of being an academic is the flexibility to immerse your children in the university experience. We may not get paid well, but we have the ability to inspire our next generation to attend college and be comfortable in an intellectual atmosphere. In addition, this is another case of petty power, one size fits all. Shame on us for even considering that this is any of our business or any of yours. Parents, control and discipline your children! Everyone else, just go back to work!!!!

This is an extremely heavy handed policy that will immediately and detrimentally affect primarily women at SFA. As a single mother during my pre-tenure years, I would have been ruined by this policy and would not be here today because of it. I want no part of deterring the success talented faculty and staff on this campus.

This is an obtuse policy recommendation in lieu of the fact that a school campus has minors under the age of 18 on campus daily. Liability issues may be effectively managed through administration policies.

This is making the lives of employees harder! Children need to see their parents work hard! Not living on the streets because they cannot find affordable childcare. It appalls me that this was even an option. The SFA I know would choose better. MY SFA would fight for the success of these parents and their children. Do the right thing! So what if you simply hate boogers or squeaky little voices that might cry or run around some? At least they see the effort their families put in for them.

This is not a best practice model approach to this issue as currently proposed. SFA should study carefully what other universities put in practice to address similar concerns.

This is silly, how would this affect dual-credit students who are almost always under the age of 18? What is the benefit of restricting minors on campus?

This might put parents in a stressful and discriminatory environment, and may even force some to choose between work and watching their child. It is not a feasible choice for most people in this day and age. Additionally, it might have a negative impact on reputation. I disagree with this proposed policy.

AM

This policy seems to be a reaction to complaints from supervisors who are unable to control their work environment. It seems reactive and not in the best interest of the campus culture at SFA.

This policy seems to go hand in hand with the upper administration's actions and words to prevent women of childbearing age from being promoted into areas of high leadership in the university as managers or directors or chairs or deans of divisions, departments, and colleges. It also exhibits the mentality of males that openly wonder how women with small children manage to do their jobs effectively.

This policy will impact SFA negatively in many ways. It should not be implemented. Instead, more family-friendly policies should be implemented.

This policy would make it difficult to recruit faculty and staff. Also, how could it be enforced? It seems like it is designed to punish a specific person. If a child got hurt on campus, there would be no liability difference if the child fell under one of the exceptions. I don't have kids, and I still think it's an insane policy.

This policy would result in SFA becoming a family unfriendly environment that would hurt our ability to attract and retain high quality faculty, going against the strategic plan. It would also harm the general campus climate and create a rift between administration and staff/faculty.

The UTSA policy should not be modeled -- if a policy is absolutely necessary on the books, it should highlight that children are welcome on campus with some exceptions and should mention that if a disturbance or safety issue arises, Unit Heads/Dept Chairs/Deans should be consulted and solutions should be devised within individual departments/college; the policy should be phrased positively, not prohibitively. This proposal was brought about the wrong way, it would need to be clearly broadcast to all faculty and staff, as well as students, as I believe students have the right to know policies implemented by the university their tuition dollars go to.

I believe kids supervised properly do not pose a risk to students or other faculty. This is also very vague, because under the umbrella of "...children under 18 on campus on a frequent basis" this could mean staff could not bring their child on campus for a walk, or even frequent sporting events.

This proposed policy contradicts our strategic plan, SFA Envisioned 2023. No one has even attempted to demonstrate how this policy would further any of the four Pillars of our Strategic Plan. The administration will prove that they really don't believe in our strategic plan if they implement this policy. Actions speak louder than words.

We do not need a university policy on this. Empower unit heads and supervisors to deal with problems on a case by case basis rather than create even more of a CULTURE OF COMPLIANCE. The entire campus should not have their flexibility revoked over a couple of people abusing these privileges. Our salaries are already pathetic. Don't take away one of the few remaining benefits of working at SFA, family friendly flexibility for

working parents. If our salaries cannot be raised to comparable levels then don't further destroy university culture with this. As the administration loves to quote, "Culture eats strategy for breakfast", cramming this policy down will further destroy moral and undermine what we are trying to do with SFA Envisioned 2023.

Speaking as a faculty member, here is what is going to happen under this policy when babysitters fall through and I've got to watch the kid. I'll cancel class (or office hours), turn in personal time, go home, and the SFA students suffer. It's even worse if we're talking about a night class; the students will miss 3 contact hours for the week. I've had my kid (and the kids of my non-traditional students) in my classes on numerous occasions and it was NOT A PROBLEM. I thought this is what we meant by engaging students in a learner centered environment in our strategic plan. All we will have by 2023 is a CULTURE OF COMPLIANCE if these types of policies continue to be implemented. One thing to remember about the "ToysRUs in the Amazon world" analogy that Regent Alders told the faculty senate about last year is that everyone at ToysRUs complied with corporate policy, and we all see what those results are. CULTURE OF COMPLIANCE = TOYSRUS!

This question so depends on the specific situation and the persons involved. I don't have a problem with a child coming to campus after school to visit a parent that is a professor. The child is in that office and monitored. However, it would be difficult for a grounds person to bring his or her child after school and still do his or her job. I would draw the line at "Can I still perform my job duties if my child is here?" "Does my child affect others I work with or with students?" "Is it safe for the child to be here?" I don't really think that you can make an all or none statement on this. That may not be fair to all employees. I also believe that your supervisor and those you work with have a voice in your in your child being on campus.

If I worked in a factory, I couldn't bring my kid. But if I was a secretary in accounting at that factory my child could easily come to work if necessary.

It also goes without saying that the children shouldn't be here if they are sick and couldn't go to school.

This should be a case by case situation. We are all adults, many are parents, and a policy limiting children in the workplace would negatively affect productivity, and student outcome. If there are children in the workplace who are disruptive, then yes this would need to be handled by the direct supervisor, but not a blanket policy made because of lack of management. You will also limit the hiring of quality faculty if such a policy is made. Also, the policy directly goes against our supporting goals for the strategic plan. "Attract and Support a High-Quality Faculty and Staff". This does not show that faculty and staff are the university's greatest asset. Most of the faculty I know do a fantastic job engaging and facilitating learning in their students, but this policy that is being recommended is offensive to us and could decrease morale among the faculty.

This should not be a university policy. This should be handled by the college or department. If an issue arises, then the dean and/or chair should address the issue with the faculty member directly. Who would be expected to police this policy and issue punishment for non-compliance.

This would limit staff members from being able to sign their children up for summer camps with SFA. For example, if their child wants to attend a summer camp that is from 12-4, and the staff member lives outside of Nacogdoches, the staff member would either have to take half a day off until noon, or take their child to work with them until noon.

Those who have complained to HR should speak directly to the parent of the child to express what is bothering them about the child's presence. It is difficult for me to believe that this matter goes as far as the HR level. The proposed policy seems to be an over-reaction to some complaints when a very high majority of children behave well and are welcomed as part of our SFA family.

I am a long standing and proud staff member of this university. I have wholeheartedly loved working at SFA for 12 years. Of these 12 years, only 1 was a time that I was not a parent. I became pregnant as an employee, gave birth as an employee, and utilized FMLA protected maternity leave as an employee. I pumped in my office and breastfed on my lunch break, and I felt fully supported by SFA through all of these stages of my pregnancy, because I asked for assistance.

Throw the policy away. Don't draft a new one.

We have to have empathy to staff and faculty with young children. Unless there is a safety issue or something I would not want to put strain on our faculty to find someone to watch their kids or something else when it is in convenience. Especially for professors, as long as they are able to remain somewhat professional and do their job at teaching I don't see a problem. This shouldn't even be a proposed policy, there are many other problems on campus and issues that need to be dealt with other than minor things of this sort. And I am coming from the perspective of a 22 year old unmarried female.

We need a policy that is the opposite of this one, and/or we need to take a long, hard look at how we treat employees. If we are going to be a family at SFA, this policy is not the way.

We should trust our faculty and staff to set good examples of campus life including the maintenance of their children's behavior while on campus. If there are issues those should be addressed individually by managers. This is a management issue, not a policy issue. Part of the quality of life for our faculty, staff and students is the flexibility we all enjoy regarding family life.

We want to increase enrollment yet we are discourage people for raising children. No comment.

What are the faculty supposed to do with their children when they get off of school? Any form of childcare is expensive and not everyone has their family close by to take care of them. As long as the child isn't causing any harm to themselves or others, they should be allowed on campus. It's hard to believe that this is an argument.

What constitutes frequent? If it does not interfere with their work or with the state within classrooms, then it is not an issue. There are plenty of professors who sometimes need to bring their child on campus and it has, as far as I know, never been an issue. It has also not been shown to interfere with the ability to work.

What is frequent or continuous. Seems vague.

Why 18? Some of the college students are not even 18. Not to mention the dual credit students that start coming to campus as high school freshman (14 year olds). We even have the SFA Charter elementary school on campus that many faculty children attend.

What is the issue of faculty or staff bringing their children to work? If they are bringing them to work then that's a sign that they don't have anyone to look after them. If it is such a great issue to where we need to vote on this then maybe the university should support its staff and faculty in providing and on-campus day care or provide benefits to provide free or reduced cost for daycares in Nacogdoches. I have had professors have kids in their lectures because no one could look after them and it was completely okay. I have never had any minor cause a disruption in my class or on campus. If this is an issue, i would hope that SFA would help in providing some form of support to its faculty and staff. If this passes, please provide an alternative resource for faculty and staff for their kids. Please don't be a university that passes this and reflects itself as a university that does not care for its workers.

When I received the email with the policy proposal, I was stunned. Once again, I felt the institution I work for and the people I work with were dwelling in two different worlds. This institution often treats its people as the the enemy, incapable of ethical or moral integrity. My experience is many employees of SFASA work here by choice, in spite of lower pay and increasing demands on their time, because their hearts are here. They choose to make a difference here, for their families, this community, the world. I sincerely hope this institution does rob its workers of even more personal freedoms and liberties. I would love to see more children here at work and more support for working families.

When considering a policy of this type, we should always show compassion. There are times when a faculty member may need to, for a short time, bring a child to work. While I do not support the idea of the workplace (any workplace) being a substitute for regular childcare, I am very conscious of the fact that trying to legislate the movement of minors on campus could very quickly become a logistical and logical nightmare. During summers parents teaching a single summer course might be in strained circumstances.

What happens when a faculty or staff member's minor child (say a teenager) come with other non-related teenagers to work in the library? Is the faculty/staff child not allowed to utilize the public resources of SFASU once someone says you are unattended even if

they are of responsible age doing a responsible activity completely apart from the parent? If there is an abuse of university resources or time that should be dealt with by the immediate supervisor. Certainly if a child is contagious then it should not be here. But those are situations that should be dealt with on a case-by-case situation. About one third of my department has children under the age of 18 and guess what, they have, for the 13 years I have been here, always been under control, under supervision, and often so quiet I don't realize they are in my colleague's office while he/she attends to a quick report, has a brief meeting, picks up papers, etc. Let's not let the minority of irresponsible parents direct the course for the majority. I have not even gone into students - but duplicate everything above and add to the fact that we try to be inclusive to non-traditional students, guess what - that means a student who wants to be responsible and attend classes might need to bring a child to school. This usually occurs when the K-12 system is not having school and we are so there is no childcare option for the child normally in school.

While I don't think it is appropriate that people bring their children to work regularly as a form of after school care on a daily basis or for an extended time, I do not think children should be restricted from occasional visits to the office with their parents in the event of an emergency, or to attend a casual event or an informal meeting scheduled during evening hours.

I think there can be a benefit to children experiencing a workplace, see where their parents work, and experience a college campus. They could be future SFA students. I also think that including an employee as a parent creates an inclusive environment.

While I personally don't like it when colleagues bring their children to work, I oppose the policy on a financial basis. Our non-tenure track / adjunct faculty are often poorly paid, and adoption of this policy would create severe financial strain for many families.

If SFA decides to adopt this policy, I urge the administration to have it not take effect until Fall 2019. That way, families have time to locate and budget for adequate childcare services. I also think the policy would need to delineate what is meant by "frequent or continuous" basis, as otherwise, interpretations will vary widely. I also think the policy, if adopted, should contain verbiage to the effect that children under 18 should never be left unsupervised without a parent or legal guardian present. In other words, if you have your kids with you, they should be where you are - in your office, classroom, meeting, etc. - and not playing outside or in the halls.

While I understand the intention of the policy, I think one of the great benefits of our professions is the ability to introduce and inspire our children concerning higher education. I believe the issue should be handled in a case-by-case basis. If a person bringing their children to the office becomes an impediment to them doing their job, or prevents others from doing their jobs then it should be addressed. Otherwise, it should not be considered an issue. Likewise, if there is a specific cause for liability concern, that should be addressed in a case-by-case basis.

While I understand what the policy was trying to achieve, I believe it has caused more issues, confusion and consternation than good. I am big proponent of professionalism in the workplace, which typically leads to children not being around on a consistent basis. However, the culture of SFA, Nacogdoches and East Texas in general seems to lend itself toward a laid back mentality with family and small town values. As such, creating a policy that would limit the amount of opportunity children have on this campus would have an adverse affect on the employee morale on this campus.

Additionally, while only being here for a short time, in my observations, I believe the employee morale on this campus is low. There seems to be more consternation between departments, finger pointing and silo creation than any campus I have been a part of previously. There seems to be a large amount of distrust between faculty/staff and the University Administration. The lack of transparency and political games that are played on this campus is truly amazing. While many good things have been completed, it seems as if those good deeds are overshadowed by the secretiveness of the decision making process. Implementing this policy would further widen the gap and decrease the employee morale.

While I was raising my children, I was in a position and location that allowed me to bring them to SFA after school. They grew up learning about everything this campus has to offer. It was a great educational experience for them, and they have many wonderful memories. Growing up with access to such a vast resource transformed them into excellent students with a curiosity and desire to learn. It influenced them so much that they chose to go to college here. They are very proud alum and feel blessed to have been able to grow up here. I cannot imagine going back to those days and be told that they are not allowed. Family always has been and always will be my top priority. Meaningful and sustained enrollment growth could start with supporting SFA faculty and staff in their children's needs. University culture will be impacted negatively by this policy.

Why should we prevent people under 18 from coming on campus? It's a great opportunity for them and I think keeping them from doing that would be the wrong choice.

Why would you limit children under the age of 18 to being exposed to higher education? That makes absolutely zero sense. "Hey kids, go to college. But you can't be on campus until you're 18." Be reasonable. This is ridiculous.

First, the initial question of support/opposition is not well-written. Some will support a well-written policy that is clear and unambiguous, but the policy present is not; the existing draft policy is punitive, micro-managing, and stifling to the vast majority of SFA employees. It is not an employee-friendly policy. It is unclear, and apparently no thought was included as to how it would be enforced, so it will be toothless or tyrannical or something in between.

Second, this policy is severely myopic and could be likened to amputating an arm to save a finger from a pinprick. Enacting this policy as written would erode faith in the Human Resources department and SFA's leadership in addition to centralizing power in a manner that detracts from individual unit's authorities. Already the pace of this event is

suspect given a town forum about the issue with less than a week for solicited feedback through a survey, allegedly anonymous but requiring log-in to the university computer system. Furthermore, the HR department did not have good, well-reasoned responses to comments from the audience. No specific number of incidences reported was provided, when a detailed answer to this query would not compromise the identity of the individual(s) reporting. Other questions come to mind- did the individual(s) having a problem with minors at the workplace first approach their unit head and follow a chain of authority or report directly to HR? Are reports localized to an individual employee or office/department? Given that no individual at the forum expressed support for this policy should be alarming.

Last, a policy like this will have multiple negative repercussions to SFA employees, potential employees, students, and to the institution itself. Already, SFA suffers when considering resources for families with babies and young children. There is no maternity or paternity leave. There are no viable, on-campus resources for daycare beyond the early childhood facility. Lower employee pay impacts employees' abilities to source external means of child care. For couples where both individuals work for SFA, this may be a deciding factor of whether one parent continues to have a job or whether they begin looking for work elsewhere. The policy certainly will prevent high caliber prospective employees from choosing SFA over another institution. Data on employees and families at the forum, and apparently SFA employees overwhelmingly are in support of the university providing more availability and access to supports for employee parents of minors. If the university intends to recruit quality applicants and employees at ALL levels and across ALL offices and departments, this policy will work against that.

gotta put those little ones somewhere.

there should be no policy at all
even the presence of a policy with limits and exceptions and exemptions i believe to be unethical and antithetical to the inclusive and family-friendly work/study environment that SFA purports to support.

this is an unnecessary survey to have sent out. Families often tour the school together bringing small children with them. With where the unemployment level is at in the united states many families can not afford child care for after school hours. The average cost of day care a year is \$11,666 or \$972 a month. in 2014 the census bureau recorded that the median house income across the United state was \$51,939. Meaning that they would only have \$40,273 left if they had to pay for child care. While the poverty level in 2012 was \$23,050. meaning they are not struggling financially but they are also at the level that they can not sustain the proper needs that many growing children need in order to succeed. On top of that many children in the United states have a health condition. 40% of children have a health condition and 60% of adults have at least one chronic condition. Many parents are more relaxed supervising their own children if they have an illness than trusting someone else to do it even if they do not know how to take care of those childs proper needs. Many parents do not disclose their childs need for an aid because that is information that needs to be within the family or within their close friends. It is preposterous for parents not to be able to bring their children on campus if they are under the age of 18.

Support the Policy

As Loretta mentioned, there are many job positions which would simply not allow the employee to have his/her children present and there are situations of perceived or real "power differentials" across campus which present equity issues. For example, an administrative assistant may not feel she/he can refuse to watch a supervisor's or faculty member's child when asked for fear of negative consequences, or an assistant professor without tenure may legitimately feel that "complaining" about a tenured professor's children being present would be problematic when time comes for the tenured professor to vote on that faculty member's tenure. In the forum several faculty members spoke about how valuable it is to students to see faculty members' children. I find this argument biased at best, and fraught with equity/power issues.

A workplace is a workplace. It is not acceptable to bring minors to a college regularly because a college has softer environs than an auto plant. We understand the concept of an emergency, but minor children should not visit regularly.

- 1) What are the insurance implications? It goes without saying that if the child of a faculty/staff member were hurt at SFA, that faculty staff member would press SFA for compensation. For that reason alone, SFA is reasonable to exclude non-essential people.
- 2) Other employees are burdened. Other employees must be more mindful of what they say and the tone in which they might say it. Everyone must adjust and compensate with minors loitering. And, for the most part, the correct word is indeed "loitering."

As a faculty member I feel **STRONGLY** that unless staff, including janitorial services, are able to bring their minor children to campus no one should be able to. There is a tremendous amount of privilege in allowing well paid faculty to bring their children instead of finding off campus care, while our lower paid employees must find other resources.

As a place of business, presence of children under the age of 18 should be limited to infrequent visits. Place of employment should not be used as an alternative to appropriate childcare or after school care. Employees are not as productive when they are having to watch children and some children may be a distraction for others.

As a single mom, when I decided to have a child I planned all the support, finances and life events that goes along with raising a kid. It was my responsibility and I chose it. I had a single income, student loans, and a mortgage, again I chose this. My employer never allowed children in the office unless there was extenuating circumstances for which was sometimes a real hassle but it was something I was responsible for. I get frustrated with these families that refuse to take responsibility for their life choices. It was not the University's requirement that you bear children it was your choice.....figure it out. Quite frankly, when I am working I don't want someone's kid running around my office area and distracting me from my work and would never, EVER impose on my colleagues while they were working with my lively kid. The biggest issue besides using your job as part time babysitting is that some of these kids are unsupervised and it's just inconsiderate and poor parenting when this happens. I don't want to hear it when someone says to me you just don't like kids....I call BS on that one, I love kids, my house

was the one that all the kids hung out at, so don't go there. The University is not responsible for your decision to have children....period.....you are and you should be accountable for your life choices which includes child care for your babies.

I do not think that the work place is a child care center and we are here to do our jobs. If a child needs to come to the office for short periods of time occasionally that is fine too, depending on the situation.

At the XXXXXXXXX, faculty members bring their children to school often - not just in extenuating circumstances. While the children do not run the halls, the shrieks of laughter and at times crying can be disruptive when we are counseling students. Many times, it is not that the faculty member could not find child care, but that it was a bit inconvenient to try to arrange child care if a babysitter is not available, so they just bring the children.

Children in the workplace are a distraction -- a distraction for other employees, a distraction for students, and a distraction for the worker. In an extraordinary circumstance, sure, it could be a child needed to come to work with the parent. However, on a regular basis -- absolutely not. I am female with two grown children and with grandchildren. I understand that it is difficult to be a working parent. However, it is a choice -- If you choose to work, you work. If you choose to stay home with your children, you stay home with your children. That is a choice. Child care is expensive, but it is the cost of the choice of having children. The employer should not be responsible for the choices made by the individual.

I love children, have 4 of my own and thoroughly enjoy having the occasional opportunity to have my children or those of my colleagues visit our campuses and offices. However, I have also experienced many episodes of disruptive behavior as well as situations where employees are clearly (and sometimes openly) bringing their children to campus as a substitute for regular childcare. Despite what these employees think about this posing no problems, even when there are is no noise or poor behavior, many times it has resulted in compromised privacy for colleagues or students and having colleagues supervising others' children so that employee can perform his/her job responsibilities. Overall, I believe it is important to have some policy in place that protects those with the responsibility for addressing misuse of reasonable opportunities to bring children to campus.

During this forum we heard from a large, almost complete panel of faculty speakers that were opposed to this policy. While I am opposed to much of the wording that is put forth in the policy, I am for there being some sort of parameters being set forth. There are many staff members on campus that have never been allowed to bring their children to work. How is would the university set forth a policy saying it is ok for one group or employees to bring their children to work, but it is not ok for another group? It is an impossible task for the Human Resources Department to make everyone happy in this situation. While I am a huge advocate for women's rights, I am also a huge advocate of doing what is right and fair across the board. One point that I would like to present is that if a faculty member was approached by an administrative assistance within a

department and told that their child was being disruptive, would it be well received? In a typical workplace there are such things as chains of command and I don't feel that a custodial employee would feel comfortable telling a department head that their child made a mess in the break room. I also know that most parents, including myself, feel that our children never do anything wrong and are never a disturbance, but could it be that the people in the workplace that are being disturbed don't feel comfortable saying that? Absolutely! Bringing your child to work with you opposed to finding another form of acceptable child care is not acceptable in another sector of employment. There needs to be parameters set forth to regulate the abuse of this type of thing.

Everyone's parenting structures are different. Some employees' children behave at work and no one knows the child is around while other employees' children run wild in the office and on campus. It is hard to create a policy to allow one and prohibit another and still remain fair. Remember this is not a personal attack on anyone but rather to limit the employer's liability. The policy I read seems to give some flexibility to situations and seems fair.

First of all, I support the policy but with major revisions. The Faculty took this policy as an attack on them personally.

It seemed that those that spoke, spoke from anger and did not look at how it would effect everyone across campus. What I oppose are those Faculty employees who have taken advantage of bringing their children to their offices and have other people in their office attend to their children on a continuing basis. You have a good job and make good money, do like everyone else and pay for a baby sitter or take them to day care. The office staff are not baby sitters and they also have a job to do. You and only you are totally responsible for the actions of your children. We are not talking about those people who bring their children to work after hours or while you work on weekends. Those people whose children come to the office after school until the other parent picks them up or leave with you is not a concern in my opinion. It is strictly those employees that think it's okay to bring their children everyday and not watch them. Staff employees would never have the luxury of bringing their child to work. They would be dragging those children all over the campus, sitting in halls while the parent was mopping or vacuuming? There is no way this would be appropriate or approved. SFA would need two separate policies, one for Faculty and one for Staff. Talk about overkill.

I am a parent of a preschool child. I support there being a policy regarding bringing children to work each day. I pay \$5250 a year for care for my child while I am at work. I am a staff member, so I have regular working hours. I feel like if I can't bring my child up here every day, then the same rule should apply to faculty. The early childhood lab on campus is NOT affordable, but there are other affordable child care options out there. Faculty make way more money than I do, so they should be able to afford paying for child care.

Also, I have noticed that there are certain staff/faculty that abuse bringing their child to work with them. There is an employee in my office that is guilty of this. Bringing the kids every day for several days in a row should not be acceptable. One child could maybe

be acceptable, but multiple children makes it more difficult for the employee to concentrate on their work tasks.

Also, this employee brings her children when they are too sick to go to school. Their children have been brought to the office after throwing up, while running a fever, while coughing, having and snotty noses. To me this is unacceptable. Bringing possibly contagious children to work should not be allowed. There is a potential for other employees to get sick from this happening. Also, they could possibly take those germs home to their own children. If a child is too sick to be at day care, then they should not come to the office.

However, I do approve of employees bringing their children up for short periods of time. I appreciate being able to bring my child to work if they have a well child check-up scheduled. I only bring them up for a maximum of 2 hours. I never bring them up when they are possibly contagious. Having this option available allows me to still be in the office during an extremely busy time, and not leave my co-workers short staffed. My child also likes being able to go to work with me. I think it is good for them to see what their parents do when they are at work. My child actually asks to go to work with me on a regular basis, but I have told them no since it would not be appropriate. I do love the idea of having a bring your kid to work day. I think this would be a great opportunity to help develop our children into future lumberjacks.

I agree children should not be in the work place! My children are 4 legged and I can't bring them!

I agree that departments should not be substituted for day care centers, and it is my experience that this has been done. Staff and student workers should not be in a babysitting role, and the parent should always be responsible and make sure the child is not getting into workrooms and playing with equipment, and disrupting employee's work.

This is a very good and much needed proposal. Thank you.

I am very supportive of the proposed policy on children in the workplace. The proposed policy is "very reasonable" and the current sick leave policy is "very reasonable" as it permits faculty/staff to use sick leave to care for family members. I think it is "unreasonable" that anyone would feel so "entitled to" or believe they are "owed" free daycare at their employer's place of business. First, this creates lost employee productivity for the employer. Secondly, I am the father of two kids who are now in college. It never occurred to me that I could or should take my children to work. When I am at work, I have responsibilities that require my full attention. My wife and I placed our children in daycare and we alternated using our sick leave to care for our children when they could not attend school. They grew up to be happy, productive, and well-adjusted citizens. Third, frankly, I am appalled and astonished anyone would believe that while people are prepping for lectures, grading assignments, conducting research, or meeting with students that it would be appropriate to have children running around classrooms during lectures, running throughout the buildings, or having babies crying throughout the day while people are trying to get their work done. To think you can use the university -a workplace - as your permanent daycare center is not only selfish but it

is also disrespectful to your colleagues who do not want to and should not have to deal with someone else's children (or pets). Lastly, while I am a department chair, this opinion is from my perspective as a professor for the last 20 plus years. Sincerely, (name redacted)

I believe a policy is probably needed for liability purposes. Maybe one line that the University is not liable for the safety/welfare of minors not in a University sponsored activity.

I believe that children under 18, depending on how far under the age, could pose as a distraction to those who are enrolled.

I believe there are situations that it would be appropriate, especially if the individual had to leave the workplace to deal with a childcare problem. I don't think that should be an everyday occurrence though. However, I believe it would be mostly distracting. Not just to the individual bringing the child, but to others in the surrounding area/offices. In my personal experience, it is difficult to get work done with there is a child (or children) running around, being bored, and be loud. That could be a behavioral issues; however, that depends on the child and age group they are in.

I do not have minor children and as a staff member who works in a hectic office, my work environment is not conducive to provide any kind of childcare. I have witnessed children of faculty and staff on campus and they can be unruly, loud, and at times messy.

We can't take for granted that all parents are making sure their children are not disrupting their coworkers. While I believe this is usually true at SFA, I don't think it is wise to assume that it always is or will be the case (otherwise Human Resources wouldn't have received any complaints). I think that we need guidelines that will give employees and students an official channel to express themselves in case his/her work or learning is disrupted by the presence of children in the work space.

I do not think minors under the age of 18 should be allowed on a frequent/continuous basis. Reason being, SFA campus is packed enough with just students alone. Also, it could be dangerous for children with the amount of traffic. Thanks!

I do support the proposed policy limiting children under the age of 18 to campus on a frequent or continuous basis. SFA is not a Daycare! I have the right not to be disrupted by children in the my workspace!

I do support this policy, because I believe that the work place should be for work only. It is unprofessional to have children at work. However, I do believe there should be a policy that a person can take maternity leave without having to use sick time. In many other places women and men are allowed 6 to 8 weeks off without having to use all of there sick time. Please take this into consideration.

I do think there is a need for a policy regarding children on campus. When I became a director, one of the first major ordeals I faced was disciplinary in nature and involved an employee who routinely brought her children to work. They wreaked havoc in our office â€“ broke equipment, misused office supplies, and ate other employee's food out of the refrigerator without permission. There were other employees at the time who also occasionally had their very well-behaved children in the office, so when I discussed the situation with the employee, she immediately accused me of playing "favorites." If the proposed policy had been in place at that time, at the very least, I would have had something to point to that indicated that the employee's behavior was out of line. It was a terrible situation.

I know for a fact that some of the parents who spoke today of their precious children spending time on campus are viewing the situation through rose-colored glasses â€“ their coworkers vehemently disagree with the assessments that were shared in today's meeting. However, due to the emotional nature of the meeting, I did not feel comfortable to share my views and my experiences for fear of being bullied and retaliated against.

Many students do probably enjoying interacting with the children of faculty members; however, it is possible that when a student enters a faculty member's office to discuss personal matters, they may not feel comfortable being completely honest regarding personal matters in the presence of a young child, no matter how well behaved the child is. We are in our offices and work spaces to provide the services to our students â€“ our foremost responsibility â€“ for which we are being paid by the taxpayers of the state of Texas.

Perhaps there could be a different policy for faculty that differs from the policy for staff, but I think that would seem very unfair to staff members, many of whom have the lowest salaries on campus. Having an office makes a huge difference, but in my current work space, we are crammed in like sardines â€“ there is no space for people who do not work here. If there were children in the area, it definitely would have an adverse impact on productivity. Many employees in this area are stressed with heavy workloads; having children underfoot might push them to the breaking point. I think the policy does an adequate job of indicating that exceptions could be made when children have medical appointments and need to be present so the parents can transport them to these appointments. Perhaps we could make some exceptions for high school students, but conversely, at that age, they really don't require "childcare," so I don't know that this change in the proposed policy would have much impact.

The faculty members who spoke today need to think of the other employees on campus who don't have the same job perks. What if a plumber wants to have a child at work every afternoon for 45 minutes - we should allow this? Or just tell him (or her), "Sorry, that's the job."?

I have children. I do not keep them or raise them at work. I find a way to pay for expensive childcare. Those at the meeting who stated that they cannot afford childcare need to carefully evaluate their priorities about what they "want" and what they "need." Do they need or want childcare? Do they need or want an iPhone, new car, and other luxuries. They need to find a way to take care of their children at the expense of other things. There have been times (emergencies) when I had to have my children in my office temporarily while I had to finish up something, gather my things to leave, and take them home. That is why we earn sick leave. While some of the teary-eyed stories at the forum were touching (some were shameless grandstanding and one was disturbing and flat out reeked of radicalism and paranoia), we have to remember that this is a place of work! We must use common sense. Employees cannot be productive at work while taking care of young children. I know can't. Also, crying and/or loud children disrupt the work environment. It is difficult to prepare for class, write for publication, meet with student, and even think when a colleagues baby is crying and screaming down the hallway. Some staff members do not have anywhere to stash their kid, so it is unfair to let faculty do so. The liability of having children running around unsupervised at work is concern. We faculty already have it very good. What other professional job has such a flexible 9-month work schedule? What other professional job would even consider letting employees tote their babies around at work and raise their kids in their offices? While we're on the topic, what other professional job would allow employees to dress like slobs at work? The fact is, some people routinely abuse the system. We need policies to prevent people from abusing the system. For example, can you imagine how many dogs, cats, goats, and pigs would be running around SFA buildings if we did not have the animals on campus policy. I have a dog and I do not bring her to work because there is a policy preventing it.

I have personally seen employees leave their children in the care of another employee while they work/go to meetings. Children do not belong in the workplace. This is not a daycare! I have children and have to pay for someone to watch them in the summer and after school. Can children come visit, sure! Should they be able to go to programs and events, sure! Should they be allowed to run the halls and disturb the workplace, no! Should they come to the office every day, no! What other work places allow for you to bring your kids to work? What's hard to determine is how to manage this. I have no idea. But it is a personnel issue.

I have worked in the corporate world and there were policies restricting children in the workplace. If I needed to pick up my children from school, take them to the doctor, etc., I had to take vacation time. I did not take my children to work with me on a continuous basis, so I do not understand what the big deal is with this proposed policy. The university is not banning children from campus, as many at the forum today implied. The way I see it, the proposed policy is a way to allow employees to perform their jobs they were hired to do. An occasional visit to the parent's office is not an issue, as long as the child is well behaved and does not disturb those trying to work. However, some parents are too self-absorbed to even realize that their children may be too loud, obnoxious or disruptive -- that's probably the root of the issue.

I have worked in the workplace for 39 years. I always had childcare for my young children that needed age appropriate supervision. I paid extremely high costs for childcare services with a very low income to make sure my children were properly cared for.

Working at SFASU, I have been exposed to sick children brought to the workplace many hours and afterwards witnessed the illnesses spread through the department from person to person. If I paid for childcare on my low salary so can others. I have student loans that I am still paying for as well.

I do feel there is a time and place for children and when there are brief visits, special campus events and emergencies those should be allowed. It does not matter what your level of expertise is when you have to juggle between work and your child neither are getting the total attention deserved.

If a student has to bring a child to class due to an emergency that is different but a sick child should not be brought to class or work for any length of time on a regular basis in place of proper childcare. The legal liability of permitting this practice falls on the university and not the managers in the department in the event of an accident whether fatal or non-fatal.

I myself worked at a university for 4 years. As much as I believe in the importance of keeping family a priority there were often times that an employee down the hall would bring their children (between 3-5 years) to work. This was a pretty continuous thing (at least 3 days/wk). On more days than not the children could be heard all the way to my office which was at the opposite end of the hall. I understand that the cost of daycare can be outrageous and even though our campus had onsite daycare many employees were told that they were on a waiting-list because students had priority. In the case of the lady down the hall she was told that the list was roughly a 3 year wait....which is outrageous!! On the opposite end there was a woman in the accounting department that I would visit often to make deposits and her 14 year old was always in her office after he got out of school and he was quiet as a mouse so he never disturbed her work.

I do not feel that work should be used as daycare. I do not think administrative assistants or a subordinate should be asked to watch a faculty or supervisor's child because they are not able to say "no."

I didn't agree with the comment about Labor Day made by a faculty member. The trade off is that staff are able to take off the entire week of Thanksgiving. The faculty member is upset because they already had Labor Day AND the day before Thanksgiving, now they have to work Labor Day. Staff have always dealt with schools being closed for Thanksgiving. As far as Nac ISD letting out at 2:10pm, they need to take those concerns to the school board, not HR.

I strongly believe that all employees staff and faculty are a major asset for the university. Both are equally important in the development of student's lives. With this being say, I feel like the classroom/office should be kept at a professional level at all times. Bringing a minor non-student is against University policy and thus is susceptible in creating a disruptive atmosphere. I think both faculty and staff should adhere to policies k place with professionalism in the workplace. There is no educational institutionalism in bringing your child to the Your child to the office or classroom. Just because your child is enrolled at the SFA charter school does not mean that your child should be allow to come to your job on a continuous basis because your work nearby. As parents and professionals should know that these are two separate jobs and should not be mixed.

I support having a policy because apparently some people have abused the freedoms that are common on this campus -- but please begin with a policy that allows supervisors to set parameters based on the circumstances of the job requirements and determine if children are being disruptive. Include an appeals process. If problems continue or escalate, then strengthen the policy, but please do not prohibit the family atmosphere of this university.

I support limiting the presence of children under 18 on campus on a frequent or continuous basis. However, I DO NOT support limiting children on campus on a limited or temporary basis.

I support that children under 18 should not be in the workplace on a frequent or continuous basis.

I support the policy proposed because it allows parents some flexibility with bringing children on campus occasionally. During the summer there was a parent in my department who brought his children to work daily. The children played games on SFA computers throughout the day. The youngest child used the common area as a playground. The child would use an office chair as a toy pushing it wildly through the space. This was very disturbing to many people who were using this space for helping students learn. Furthermore, I do not believe it is healthy for a child to be in a parent's office each day with no physical activity or attention from a parent.

I support the policy that is currently in place. I strongly believe a professional office is not a place for children to be regularly. I do understand there are occasions where you do not have a choice and the only option is to have the child at work. Occasionally does not bother me. Weekly and daily is when I believe it becomes an issue. I do not see how someone who has their child at work daily can be completely focused on their job duties. I find it irritating staff/faculty use their work hours to tend to their children's needs inside a professional office. I have also seen staff members leave their offices to pick their child up every day from school and bring them back to their office for the remainder of the day. Again, how are these individuals working a 40 hour week when they spend 2 & 1/2 hours each work week picking up their child from school. I personally do not understand how someone can be effective in their job when they take their children to their classes regularly, or when they are in their offices during the day. I would think children could be a distraction for those parents. Not only can children be distractions

for the parent, they can also be distractions for others around them. I have witnessed children, all under the age of 10, running up and down hallways, throwing balls down stairwells, and interrupting professional meetings to speak with their parents. My office follows the policy in place, but we see others around campus bringing their children every day. It is slightly frustrating when you witness others not following policy and abusing their privileges. I find it interesting many of the faculty and staff hold our college students to a higher level and require them to follow policies, no matter how inconvenient it is for the student, but the faculty/staff fail to follow policy when it slightly inconveniences them.

I think it is a good idea not to bring your child under 18 frequently to the workplace. You cannot give 100% effort, with your child at work. I can understand if there is an emergency but not on a continuous basis.

I think that a policy is definitely needed to address children on campus. If there is no definite policy in place, there will always be someone that abuses the university's lack of having a policy. I do think it would be good to have changing tables in the women's bathrooms for both faculty and staff use as well as student use. Maybe a rewording of the policy is needed to allow for exceptions to having children on campus on an emergency or short term basis. I would not mind if someone had their child hang out in their office after school for an hour or so or if they are attending a camp at SFA and need to hang out in their office the remainder of the day. This also depends on whether or not the child causes any disruption to other staff/faculty members in the area. I don't think it is the University's responsibility to provide affordable child care on campus. That is the parent's responsibility and they can figure it out financially just like so many parents have before them. I am a parent who might have to bring my child on campus to my office on rare occurrences, but I would like to be able to do so if I have no other option/ However, I would never bring my child up here as an alternative to day care. I don't think that is very professional, but I am also a staff member, not faculty. I understand everyone's situation is different. I appreciate the Faculty Senate and HR working so diligently on this issue and I wish them all the luck in resolving this issue.

I think that it is important to look into all aspects concerning the inclusion of minors being brought to the workplace continuously for many reasons. Depending on the staff's situation and reasoning for why they would be bringing a minor or minors in continuously in the workplace, would need to be address further. Generally speaking, I am going to support a policy that would limit the time a minor is allowed on a college campus because unless it is an emergency or reasonable cause. Many things happen on college campuses that sometimes we cannot prevent, and young children should not be exposed to some of those things. These "things" can range from a political and personal stance.

I understand emergency situations occur and I feel SFASU should be understanding of such should they arise. As with any other professional job, I do not support underage children being in the workplace unless under certain situations. I do oppose a policy restricting children from being on the campus at all. SFA should be open to all visitors regardless of age as long as they are being supervised!

I understand the circumstances for faculty related to the presence of children under 18 on campus on a frequent or continuous basis may be different than the circumstances for staff. The potential for children interfering in the duties of faculty may be different than the potential for interference in the duties of staff. The potential for children of faculty exposed to safety risks may be different than the potential for children of staff exposed to safety risks. I do not support allowing staff in the operating offices and workplaces to have their children under 18 in their offices and workplaces on a frequent or continuous basis. The potential of children's interference in the duties of the staff and in the possible exposure to safety risks is too great. I do like the suggestion for the policy to be written in a more positive way, a more "family friendly" or "inviting" way with a listing of the most common exceptions including interference in the duties and the possibility of exposure to safety risks included rather than a "punitive" approach to the policy. This was a problem this summer in the college in which I work. I am one of those individuals who contacted HR for guidance in approaching my concerns about children in staff offices on a frequent and continuous basis. The staff members were using their workplace to avoid the cost of daycare. Their children demanded attention and the staff provided it, thus interfering in the duties of the staff member's work. I do not support this. Other staff used her son to deliver critical paperwork to another office on campus rather than deliver that paperwork herself. The paperwork went astray. This was inappropriate. Another staff allowed her children to romp through the hall of faculty offices. This was disruptive and not appropriate. I believe I am family friendly. I believe in caring for other people's children. I do not support allowing staff, on a frequent or continuous basis, to have children in their office or work area. I know that many staff feel that they are not allowed equivalent benefits as faculty. It is true, they do not. Their work is classified differently than faculty. Rules that apply to one classification of employees may apply differently to another classification of employees. I know that this creates challenges to HR when creating policy. I continue to support limiting the presence of children under 18 in the workplace on a frequent or continuous basis.

I understand there are many reasons why parents have children on campus. At the same time, over the last several years I have had experiences at SFASU with children of employees in the workplace that cause me to favor the creation of some type of policy or guidelines. Summaries of two of those experiences are included here. A supervisor had an administrative assistant watching her young children while she was out of the office. As I entered the workplace (a high-traffic area), the children were running and rolling chairs around a desk. When the supervisor returned with the family dog, the children continued their rambunctious behavior in the high-traffic area. A co-worker had his young children in the workplace (both his individual office and shared areas) for the summer - typically all day on almost every day that he was at work. Chair rolling, chair fights, and video game sounds often increased when he left the children unsupervised to attend meetings. At other times, meeting rooms were claimed as play rooms. Because of these and other experiences, I support creation of parameters for employees having

children in the SFASU workplace. I think that guidelines will allow for most effective learning and working environment for everyone on the SFASU campus.

I'm sympathetic to the parent who has to pick their child up a few minutes earlier than the end of the day before taking them home. The problem is the parent who abuses that understanding. It sounds ridiculous, but over the summer, one colleague had his kids in every day for the full day. Even though they were reasonably behaved, it was uncomfortable for them, me, and SFA students. It reinforced that our focus is not and shouldn't be daycare. A policy that allows staff to address such a situation would be helpful.

If all staff/administrative personnel brought their children to work every day, it would be impossible to conduct business efficiently and provide excellent customer service to our students. It is also not in the best interest of children to be in the work environment daily with a distracted parent who may not be able to provide appropriate supervision or care. I do think that temporary/short-term allowances are necessary due to issues with child care/school closures or other circumstances. I agree that children who are too sick to go to school should also not be in the workplace.

In general, I support the idea, but do not support the policy as written. I feel it is too restrictive. Without further explanation, who decides what "frequent" mean. I also feel there is a big difference between someone using there office for summer child care and having a older child walk to there office and stay for an hour or so after school each daly. Children over a certain age, say 8, should be allowed only in there parents office, as long as they are not disruptive of class/work.

In other places of employment, bringing minors to work is not common nor encouraged. I understand that people have emergencies, but the workplace is not a place for children to just hang out. I imagine there are safety and liability concerns. People should be working...not babysitting other people's kids.

In what world can you bring your kids to work on a regular or continuous basis! I supervise a department and I have seen kids of employees delivering mail that includes information about faculty/staff/students that should not be seen by anyone...it breaks all kinds of FERPA/privacy laws. In addition, kids have run up and down our halls, not being attended to and I have to tell my staff that they can't bring their kids and this has made me the bad guy. The entire family forum was a farce and I'm ashamed that educated reasonable people cannot look at that policy and understand that it is extremely reasonable and fair. It was beyond ridiculous. As far as not having money for daycare, I paid for daycare and I promise I made/make much less than 90 percent of the people that spoke today. My name is Lisa Stone and I have worked here 36 years and never expected the university to pick up my daycare bill. It brings a level of liability for the university. Safety and security of children is not the responsibility of the university. It creates a distraction.

Faculty members should be ashamed. It is hard to get work done when other people's kids are running around the hallways

It is very distracting to be working and having to listen to small children cry, be loud or run up and down the hall as a courtesy to a co-worker. If a child visits briefly, that is one thing, but to attempt office hours with children present is inappropriate. This is a work place, not family time and outside of emergency, there should not be children in the workplace. All of us would like to be able to spend more time with our families, including elderly or ill adults. Campus is not the place. If this allowed for children, it needs to include ill adults that require monitoring or assistance throughout the work hours.

Key is "frequent or continuous basis" - not the obvious issues such as those paraded in the forum. Genuine emergencies, guest speakers, etc. are not the 'children in the workplace' that are the subject of this policy. A faculty or staff member who has a minor child in tow is not completely in focus for work or for professional, adult communication with colleagues. The office should not be an alternate to proper arrangements for child supervision or childcare. My objection includes disruptive young children who may cry, yell, run as well as be sick. It also includes older children or teenagers whose presence is intrusive and contributes to a less than professional atmosphere in offices where our own students and potential students traffic.

Most of the comments that were made concerned faculty. There appears to have been no consideration for those of us that work in areas that are highly confidential or could expose a child to inappropriate behaviors or dangerous environments. If faculty or those that work in more public and welcoming areas are allowed to bring their children to work to avoid the expense of childcare, how will those that work in areas such as counseling, Title IX investigations, student conduct and health services receive equitable treatment? What about our police officers or those that work with power tools and chemicals? Will these employees be given childcare stipends to level the field?

I have worked in an environment where children have been allowed and found it distracting, especially when there is work that needs to be done and the person you need to get information from can't have a conversation for a child butting into the conversation. We also have many areas on campus that are "open concept," especially in the waiting areas where an admin may have her/his work station. Young children are a distraction or even those old enough to understand one side of a private conversation would be inappropriate. I also think this is a situation where students may feel uncomfortable having conversations with faculty with the faculty member's children present. I think this puts the university at risk of FERPA violations.

Occasionally I think it should be allowed but not more than one to two hours at a time. Definitely not all day. Sometimes things happen beyond your control and if you have to pick up a sick child from school you may have to bring them to the office for a short period of time. There should be very strict guidelines; keeping children confined to a specific area and well supervised at all times. Not allowing them to run and scream in

the halls and/or climb on furniture. They should be supervised 100% of the time they are on campus -by the faculty or staff member that has them on campus.

Safety is of concern. We are a place of higher education, not a day care. If SFA would like to open a facility where staff can pay to leave their children, then of course.. that is a benefit and marketable in recruiting employees. Children are not to be brought to work... name one place in town that allows such to take place. (Don't think anywhere). You have children, you need to figure out the logistics of where they should be and it is not your place of employment. Why would you even think that should happen.. is the real question that I have.

I hear and know that department during the summer allow employees to bring children on campus for a daycare situation, this is crazy.

The attention of the employee is split between the child and their duties in these situations. Either their job performance or their parenting must suffer as a result. It also happens that co-workers are asked to look after the child. There are many options available to parents for child supervision during working hours that do not involve bringing them on campus.

Although there were many comments given at the Family Forum, they were overwhelmingly given by the faculty. It was disappointing to me to see professional employees complaining about having the expense of daycare while staff employees that "on average" earn much less than faculty and routinely are able to arrange daycare for their children.

The policy need to add,all children should be under visual supervision.

The policy restricts EMPLOYEES from using their JOBS as free daycare. And that's pretty much it. Providing childcare and many other things on company time on a continuous or frequent basis is TIME THEFT. Which is an actionable offense. I'm a parent of two children and both my spouse and I maintain full-time jobs and both our children are in daycare. And our childcare is NOT CHARTER or CHRIST EPISCOPAL, so this proves that parents do have options that don't have to be the most expensive in town. We sacrifice and do what needs to be done in order to cover this expense, b/c that's what PARENTS do. When we became parents we realized that MOST jobs in the nation don't allow frequent childcare in the workplace. So we have NEVER taken an interview with an employer expecting daycare on the job, unless daycare was provided by the job.

I believe that this policy is more of an issue for the privileged, than for those of us who are not. We just don't have a voice.

The real source of this policy coming to being is the part that no one wants to address. And that is the fact that a number of parents who provide frequent childcare at work, have children who are destructive and frequently misbehave in the workplace.

STUDENTS AND STAFF members approach me frequently with complaints and cell videos of children wrestling, fighting, holding chair races, yelling, playing football, throwing food, destroying property, and many other things that shouldn't be. And i've

personally approached a parent about this in a professional way, and not only was i not received well, but justification and organized defiance was the chosen response. Staff members don't feel that it's fair for some to bring their kids to work everyday, and watch them misbehave on the school's expense, while we have to pay for our childcare. If people don't like the policy...fine. Then let EVERYONE bring their children to work as much as they want, and let's see how much work is actually getting done, and THEN let's hear from those who are actually being impacted by this, instead of just ONE SIDE of the argument.

There is a place for departmental policy, but without university policy, it won't have much authority. I approve of the policy.

There should be a clear policy governing children in the workplace.

This environment is a bit too mature for children to be running around in outside of guided trips here for events such as the STEM days and touring the campus. Repeatedly bringing your child here could end up making them witness mature language and behavior they aren't ready for.

This is a place of learning, reducing distractions both to students and faculty would be for the best learning environment in my opinion.

This is a professional work place, not a daycare. I have 2 children and I faced the same issues of childcare and the financial burden that goes with that. It would not have been fair to the others I worked with to have my kids hanging around while I am being PAID to work!! This is so ridiculous that I cant even understand why there is a question/discussion regarding this. WHY would any supervisor allow this to happen on a regular basis!!! I understand that there are always special situations/emergencies that will arise and I believe that is stated in the policy. **KIDS DO NOT BELONG IN THE WORKPLACE! PERIOD!!!**

This is a workplace, not a childcare facility. I have knowledge of faculty bringing children to the workplace, then placing them under the care of the administrative assistant. This has been done daily in my department in past semesters - this is unfair to the administrative assistant, other faculty, and students, because the child interrupts to get attention - cute once, but gets old after the second time. Worse, I have seen children brought to SFA because they are ill and cannot go to daycare of elementary! Really? Your child has the flu, so you bring them to the workplace?

I was a responsible parent and provided care for my children out of my earnings, was it tough? Sometimes it was very hard, but I see too many downsides to having small children in the workplace.

Throughout the forum, we heard a lot of personal opinions from the faculty of SFA. Faculty members that have the additional benefit of tenure, flexible hours, and the opportunity to work in an environment that does not restrict their ability to bring children to the workplace. With that said, I would like to request that a different perspective be taken into account. The perspective of a staff member, with far less resources and flexibility. A staff member who supports this policy.

As a single parent for 2 years, I struggled with repeatedly depleting my leave balances while caring for my sick child. Because of this, I utilized leave without pay. Where my very limited budget suffered, I am grateful for my role here at SFA, and I appreciate the leave and benefits that are provided to me as part my compensation. I have not at any time in my career expected SFA to find money to help me care for my child.

As for day care “ after 2 years on a waitlist, my child was accepted into the ECHL. I happily paid (on a very minimal salary) the cost “ not only because the workplace is not appropriate for children, but because my child needed to be in a facility that was properly equipped and specifically developed for his care.

I went back to school when my child was born. It took me 7 years as a full-time employee, part-time student and full-time mom to acquire my degree. I successfully completed my degree at SFA, and graduated with honors. My son loves SFA because I work here, he watched me walk across the stage and shake Dr. Pattillo’s hand, and he grew up with SFA as part of his daily life. My son has never spent a continuous amount of time at my office. To continue to foster his love for SFA, I have made it a point to find transformative experiences in my personal life that will contribute and support his growing love for this university. As his first written “word” was “SFA”, I can tell you that it does not require the utilization of state funds, resources, or space to foster a deep love for SFA in our children. My son will make a great Lumberjack one day, and I wholeheartedly support the enforcement of this policy.

We are paid to do a job and we should be able to do our job without distractions of children in the office. Children need to be supervised which is not happening on a consistent basis, if it were then the parent would not be doing their job. Children are a distraction to other faculty/staff as well as students. Students should not have to have a conference with their professor with a minor child in the office. Not all staff have jobs that are conducive to having a child tagging along behind them.

Parents are responsible for childcare. If they can't afford daycare, we have 13,000 students on campus...surely there are cheap babysitters available.

Flextime is available to full time employees, parents should utilize this option so that they can make up their time when they have child care available.

Those kids that really are mature and quiet and take care of themselves are great...unfortunately not all of our children fit into this category 24/7.

The way that Mrs. Doty has drafted the policy is very fair. I vote that we adopt this for our campus.

While I understand the need to be accommodating and bringing children to the workplace on occasion is needed, bringing children on a regular basis to work cannot be a substitute for childcare.

While obviously situations will arise that may cause faculty and staff members to bring their children to campus occasionally, it is inappropriate and unprofessional for children to be in the workplace on a frequent or continuous basis. This university has been in operation for 95 years and the fact that there has just now been an official policy says something. Clearly children in the workplace has become a problem or distraction in some departments. I felt as though many of the people who spoke at the forum disregarded the comments that the HR Director said before the floor was open to comments. There are still plenty of opportunities for children of faculty and staff to have wonderful experiences on campus in appropriate settings and to see their parents in a professional environment within the allowable limits of the policy. I think that the bring your child to work day is a great idea and we need to be more encouraging of people to bring their children to SFA sporting events, fine arts performances, and other events on campus to have them feel a connection to the community at SFA. Children like being on campus and I remember as a child loving to be on campus, but what I really liked was doing stuff that was fun like swimming in the SFA pool or running around at football games with my friends. We need to stop acting like children are begging their parents to come sit in their office and watch an iPad while mom or dad work.

they are too young to be on the college campus

There are times where it may be unavoidable to bring children to work, maybe before an appointment as long as the child is not contagious, and only for a limited amount of time that could be set. However, I do agree that children should not be brought to work in lieu of daycare. I have personally been asked to log into a computer with my information for my supervisors children (yes, more than one), so that their children could play on the computer for several hours while the supervisor continued to work. I did not agree with logging in under my account, nor was I comfortable in doing so, however since a supervisor told me to, I was not comfortable with telling my supervisor 'no'. My supervisor has abused the fact that the office has an extra room with three computers in it to allow her children to be in the office and she doesn't have to use vacation/comp time to care for her children outside of work if something occurs. I understand that situations do arise, however it should never come down to someone's children being at work for more than a set amount of time.

Other Comments

Children do not belong at work with their parents. If you allow children, you must allow grandchildren also. Some grandparents care for their grandchildren and should be offered the same entitlement

I would LOVE to have daycare provided by SFA at a reasonable cost. The lab is TOO expensive - which is why I never used the lab. If you want happy employees, you should do something that would make them happy - sounds like daycare/latch-key programs would work.

Honestly doesn't bug me and I don't think it is a big deal.

I believe this policy would have stronger support if the age were lowered to about 14-15 and "frequent or continuous basis" was clearly defined. Kids older than 14 are generally well behaved enough to remain quiet and out of the way OR could be of help to the parent or someone else in the office.

Sfa could look into affordable after school programs for kids that would enrich their education AND help working parents. This could be profitable for SFA too. Could be a recruiting tool. Summer programs/camps should go 8-5. Not end at noon.

I have concerns with the way the policy is currently written. I do not have a problem with the university having a modified policy in place.

Personally, I think the policy as it is drafted is perfectly reasonable (and general enough to leave room for supervisor's interpretation/preference), and I don't really understand the huge controversy it has created. But, because many people (faculty members) are apparently VERY STRONGLY OPPOSED, I don't think it is a battle SFA should fight right now. I think we would take a huge PR hit with the faculty, and we don't need that right now - bigger fish to fry and all that. So we should just take care of whatever problem situation has prompted all this and move on. I suspect many on campus like me don't have much of a problem with this very general, common-sense policy in and of itself, but we obviously wouldn't feel as comfortable speaking up in a public forum as tenured-faculty members do.

I think that people need to have better topics.

I think the children under 18 should be supervised and not interfere with the faculty's ability to teach or meet with students they serve. The same with pets, faculty bring on campus. I think we, as a faculty need to be flexible in allowing these parts of our families to be at the work place. Many workplaces now in the United States have on-site care for children and pets. There should be limits, when the child is ill, when the pet is ill and the vet is in town for the faculty to visit. I don't think having the child or pet at work daily should occur. Only in times of emergency or when all other care options are exhausted.

While I think the policy is not outlandish, I do think it would do more harm than good and should not move forward as written.

I understand that the limitation proposed is to increase work productively. I understand not all workers at SFASU would have the availability to bring their kids to sit quietly in an office because they may not have an office. I understand the policy, I both agree and disagree with it. I can see both sides. I am a parent myself with limited access to child care. My child goes to a school that does not offer transportation to and from his school because he is transferred in for a better environment. I can see the struggle of identifying a facility to take care of a child during working hours.

One of the concerns brought up in the forum was liability. If the child, who is not a student, camp attendee, faculty, staff, and/or otherwise associated with SFASU gets hurt or causes someone else to get hurt. This is a legitimate concern. I propose that there be a waiver that is signed by the parent stating they would assume complete and total financial responsibility in the event of their child causing anything. This waiver would also contain the approval from the supervisor to have a child with the parent at work during normal working hours. This form now contains an agreement from the parent and shows transparency with your supervisor. I think the form should be renewed ever so often and be active for only a specified amount of time. The form should give specific time frames and the employee shall be held to the information provided in the form.

If you are referring to employees bringing children then you should provide a day care. This would make the employees know their children were taken care of and they would have a more productive day. If it is students they are trying to complete their education and a day care should be provided for them. This would increase productivity.

Maybe SFASU should provide a child-care center on campus for students with young children.

The policy as written applies to employee's children while they are performing their work duties on a "frequent and continuous basis". This is not a campus access policy it is an employee policy.

The wording of the first question is tricky -- while I do not necessarily oppose a "policy that would limit the presence of children under 18 on campus on a frequent or continuous basis," I can't mark support for the policy draft as I understand it to be currently written. I would also never select "support" for a policy I haven't read.

Resources for Pregnant and Nursing Mothers

A nursing mother should be allowed to discretely nurse in her office, since breast milk is the best food for babies and they sleep most of the time anyway. However at a point, such as at 12 months or before, babies should not be on campus. Every effort to limit the time the babies are on campus should be made by the parent.

A resources for pregnant and nursing mothers is fine.

A rural community like Nacogdoches could always use more resources like what is being proposed. I think it is a fantastic idea.

ALWAYS protect the rights of mothers and young children.

After being a nursing mother of three, I feel that supporting mother's who are nursing is important. It is not an easy thing being a working professional and a mother. Supporting family is important and should continue to be apart of the SFASU policies. Having resources and such available is a plus.

Any and all additional support for families, parents and/or nursing mothers - or at least better communication about the current resources available - would be welcome. For example, I had no idea the university was required to provide a place for mothers to nurse/pump. That is wonderful! But I don't think that information is well known. I think this would primarily benefit staff members since most faculty members already have a private office anyway.

Any resources that SFA can provide should be available.

As I did not attend that forum, I can not directly address what was discussed; but, knowing multiple new mothers who are either employees or students, I can attest to the need for designated lactation/feeding room(s). While some female faculty and staff have the ability pump or feed in the privacy of their office, students are relegated to restrooms.

As I do not have any children under 18, I am not aware of these resources.

As a mother with a 4 year old and one on the way any resources the school could provide would be greatly appreciated

As a recent pregnant individual and now a nursing mother, SFA does not provide any resources. We have a place policy (11.3) in which the university is responsible for providing an appropriate and accessible space for employees to breastfeed or express milk in private. However, our university has ONE lactation room (in the new STEM building which just opened this year). It is not feasible, nor an effective use of work time, for mothers from all across campus to use that one space. Any space that is provided should have direct access to a sink that is NOT located in a bathroom to wash

pumping materials in a cleanly environment. Additionally, this policy states that mothers may breastfeed on campus which is a direct contradiction of the proposed Children in the Workplace policy. The university is out of compliance with federal regulations (Section 7 of FLSA) and has been since the policy came into effect in 2010. As a student and mother I do not believe there is enough spaces that accommodate parents. There is practically no changing stations or feeding stations. That is not fair. As from the information stated during the forum, the school seems to have some sort of policy in place. Yet, there seems so be absolutely no communication about our resources when they actually become important. It is sad that individual departments have to ensure that their faculty and staff have the necessary resources to take care of their infant children while on campus.

Also, as per what was noted, there is also very little as to what is known by faculty and staff members about the resources available to them as parents. If we want to prevent any issues, we need to actually start communicating and listening to our faculty and staff; it is them who allows everyone else on this campus to even have a job.

BEING A MOTHER I BELIEVE ALL WORK PLACES SHOULD HAVE PLACES FOR NURSING MOTHERS. THE RESOURCES FOR PREGNANT MOTHERS IS FAR LESS THAN WHAT IT SHOULD BE I THINK THAT PREGNANT MOTHERS SHOULD HAVE EASE OF PARKING AND I THINK THEY SHOULD BE ALLOWED A FEW EXTRA MINUTES FOR BREAKS BECAUSE LETS FACE IT WE HAVE A TINY HUMAN PLAYING DRUMS ON OUR BLADDERS

BIG NEEDS in this area... there is such a disregard for pregnant and nursing mothers... and with a potential policy even new parents.

Based on the comments presented at the forum, it appears SFA is lacking suitable resources for pregnant and nursing mothers. For example, the maternity leave policy seems ineffective and unfair for women. It does not seem right that women should have to use their sick, comp or vacation time for maternal leave, nor is it fair that this is an unpaid leave. As one speaker put it, "I had a baby; I wasn't sick." Also, based on conversations and the forum discussion, it seems like Human Resources has failed when it comes to distributing information to nursing mothers regarding their rights and resources for lactation or feeding. As was evident SFA does not have sufficient resources for nursing or feeding women. Providing several locations on campus for lactation and feeding would be ideal for faculty, staff and students. If we truly want to change the campus culture, let's step into the future and create a solution that encourages people to continue their education instead of creating more obstacles.

Based on the forum, it is clear that this policy is fueled by gender inequality.

Benefits for childcare should be expanded. Simply allowing a pre-tax spending account for Dependent Daycare is very minimal. Investing in families at SFA is important part of what can make SFA special and distinctively different.

Buildings need designated nursing rooms. Period.

By all means, make them more available. A good way to ensure that the youth grows up to be "productive members of society" is to show them that society cares for them.

Cheap and affordable resources should be provided to nursing and pregnant mothers here on campus

Do you mean "students with children"? Do we have a non-traditional student center or office? That seems like something they would handle. Maybe a daycare center on or near campus would be beneficial if we have lots of SFA students with kids.

Don't understand why the university is pushing for the initiative to have all these nursing rooms and baby changing tables and family restrooms if they want to limit children? I was the one who pushed for baby changing tables in the men's restroom at the coliseum years ago because I saw the importance of providing our guest and spectators with these simple amenities. I mean some of our women's restrooms don't even have sanitary napkin holders! So yes we need to up our game on the resources we offer here.

Federal law says we must provide those resources so we should.

Find the money, then find a way.

Fully support nursing mothers. The child does not have to be present in the work place. Mothers should be afforded place and times for expressing breast milk or to return home for feedings. We all have times we are needed by all ages of family members and should be able to take our breaks or lunch and return home.

Good start, but it's not enough.

Great idea, but who pays for it? I would rather have this money added to salary increases than used for this. Just give us some flexibility and deal with the problems on a case by case basis at the supervisory level. This is business management 101.

Has there been any new development in "resources for parents with children"? Because I was unaware that any existed except for infants. Are we finally getting child care for employees here at the university?? Or at least a MAJOR if not total reduction in fees/costs to have our children enrolled at the ECHL? Instead of making child care HARDER for parents (see above proposal from the Faculty Senate), the University should be looking for ways that they can HELP parents. This is absolutely a step in the wrong direction if you're looking to retain good employees.

Help them

I am a former labor and delivery nurse and love seeing any support and resources that may be available for pregnant and nursing mothers. Children are our future and we need to support those who are raising them up!

I am a mom and I think that resources for pregnant and nursing moms are amazing, because some first time mom's don't have a good support system and need this knowledge from other people.

I am all for anything which helps families. This is how we retain faculty and students.

I am aware of some signage for parking for pregnant and nursing mothers, however, I'm not aware of other resources on campus.

I am currently a nursing mother at SFA, and I have never been offered any type of resources or accommodations to make that easier. I teach back to back classes, so I have to pump, eat lunch, and use the bathroom in the short transition time between them. Naturally, this is made more difficult when class discussion runs over time, students have questions, or equipment malfunctions. As a faculty member, I am fortunate to have a private office to use for pumping. Staff members, adjunct faculty, or students would not be so lucky. The staff at HR did not on any occasion speak to me about support for breastfeeding mothers, nor did they make any resources available to me when I returned from leave last year. Other mothers I know have had the same experience.

I am currently out on maternity leave with my second child and neither pregnancy have I received any information regarding pumping/breastfeeding space upon my return. I have colleagues at other universities and when they contact their HR departments to share they will be going on FMLA for a birth not only do they receive maps and support documents on breastfeeding and pumping locations when they return some have even been given reusable cooler bags, etc as a we support you effort. One was a Texas State employee and the other U of H main campus. Contacting HR to let them know I will be on leave for a birth should start the conversation on here is what will happen when you return if you need it, instead I will need to contact HR again to get that set up.

I am not certain that each building needs facilities for nursing mothers but we definitely need several locations strategically located on campus. Changing stations are absent as well. Many children visit the student rec center and various public locations so having some facilities to accommodate parents I would support.

I am supportive of all meaningful ways we can support our families.

I am also advocating personal freedom for each parent to create that in their own way.

For the issue of equality, say between a staff worker in a dangerous work environment and faculty who usually have an office with a somewhat more flexible schedule, I would love to see our university be on the leading edge with quality child care and resources to empower our staff.

Lets be the educational institution with heart and truly be an example, dare I say, role modal, to others.

I am uneducated in this specific forum, but I believe childcare options for full-time students or faculty is very important. It would greatly assist in students success!

I believe a comfortable place to privately nurse or use a breast pump would be a huge improvement over the current situation. My wife has stories of using a breast pump in her locked office, knowing that the sound of the pump could be heard from the hallway. This is not the environment in which we need to work.

I believe such programs (a designated campus room where children could be supervised in a quasi-daycare arrangement for all ages; similar to Parents Night Out) would be tremendously beneficial for working parents - again, provided that these are offered at VERY LOW or even NO cost to the (frankly struggling) employees. Regarding the resources for parents with children or for nursing mothers, I truthfully don't know of any.

I believe that SFA needs to provide these resources for women who are pregnant or nursing. Many other Universities already provide spaces like these.

I believe that SFA should create a work and learning environment that supports women and mothers. Nursing rooms and changing stations should be more available on campus.

I believe that resources for pregnant and nursing mothers, whether they are employees, students, or visitors should be provided, should be prominent, and should be easily found on our website.

I believe that there are not enough resources on this campus for parents or nursing mothers. There needs to be dedicated private, quiet nursing rooms where moms can either breastfeed their children or pump in comfort. It also would be great to have childcare options offered to faculty and students at an affordable price (the ECL is NOT affordable!).

I believe there needs to be more communication on what is available for nursing moms and possibly more equitable resources across campus. I do understand this will come with some financial costs which may not be feasible. Since a lot of the attendees do seem to send their children to Jack Camp could there be a discount option for faculty and staff and also a additional childcare option within cost reason. Finally, could further drafts and discussion continue to be circulated and discussed for all the campus to review, maybe another survey. (I know ugh.)

I came back from maternity leave in February, and I know for a fact that the claim that HR reaches out to new mothers returning to work to let them know that there are resources on campus to assist them with pumping/feeding does *not* happen. HR was well aware of my return date, and yet, not only did I have to reach out to THEM, I was told "oh, let me get back to you" - there was no plan ready to meet my needs. And, honestly? Giving me a key to a dressing room in BPSC that is used frequently as a storage area for the Media room tables and chairs was just not appropriate. A woman should not be afraid of strangers walking in on her when she is in a vulnerable state. And what's worse? When it actually happens.

I can see resources for nursing mothers but not resources for children. This is a place of business and should be treated as such. If I watch a grandchild on campus for an hour or so, I provide them with a coloring book or Ipad to keep them quiet or I make that my lunch time and take them off campus. Sorry I am from the old school and when I was pregnant and nursing; I dealt with it because there are other options.

I currently do not know enough about the resources available.

I definitely support having resources for mothers!

I did not attend the Family Forum but what ever was discussed probably still isn't enough. SFA does very little to support the non traditional student and I feel is missing out on a lot of opportunities.

I did not attend the forum. I do not have children nor plan to have them.

I did not read that forum post.

I do not believe SFA should set aside resources for a select group of people!!!

I do not believe it is the university's responsibility to provide childcare or lactation rooms. Perhaps academic departments could get grant funding for such endeavors and if it truly is something that makes a difference, then present that evidence along with a well prepared proposal.

I do not know about the specific need for lactation rooms but I hope this issue is addressed and needs are met.

I do not know if SFA child care is available to faculty. If there are "resources for pregnant and nursing mothers, as well as resources for parents with children" offered by the university, then I believe that towards would be a significant point-of-entry towards finding a workable solution. I am not a single parent. I am simply responding to what appears to be a most difficult situation for anyone in the workplace. SFA pays less than many institutions. This kind of provision would certainly make the situation more attractive for current and prospective faculty with young children.

I do not know of a space for nursing mothers in my own building. The fact that it is not an obvious location means to me that students who are mothers would likewise not be aware. It was mentioned yesterday about what our policy says... however, we will not access what we do not know about.

I do think lactation rooms are important for nursing mothers. SFA could better promote the resources that are available to families. I don't think it is feasible for SFA to provide affordable, quality child care for all employees. Quality child care is expensive and would require a significant financial commitment by the university, beyond what is already provided on campus.

I do think we should provide resources for nursing mothers. We do not have facilities that allows this to take place. I also appreciate that behind the Austin building we have a parking spot for pregnant women to park. Parking has and will always be an issue here and this is just a simple touch that shows we care.

I feel nursing mothers should have resources (nursing rooms/ time to nurse throughout the day).

I feel strongly that our campus should have private rooms available for nursing mothers (on many occasions I have allowed students to nurse their babies in my office), our bathrooms should have changing tables (I have on MANY occasions allowed students to change their babies diapers in my office), and we should have affordable day care for our children. The ECHL is a wonderful place and I wish my little boy had an opportunity to attend there. But he didn't because my husband and I combined could not afford \$1000 a month for infant care, or \$700 a month for Pre-k, plus fees. If you don't want us to have children in our offices perhaps giving us another option would be good. We are state employees and work here because we love our jobs, not because we make a lot of money. So having an affordable option for childcare would be a game changer for many of us. Our only perk with the ECHL is that we get to the top of the waiting list.

I feel that we want to provide every opportunity available to parents with children, or who might be pregnant. We don't want to hinder anyone who is willing and striving to obtain a degree from doing so.

I find it hard to believe. I do not feel it is acceptable. There are ways to work around this if you have appropriate child care.

I find it offensive that no serious effort is being discussed by SFA administration to assist faculty and staff in careering for family, but instead that proposal is just "keep them out of the way."

I find the reserved parking for pregnant women to be ridiculous. Every obstetrician out there tells pregnant women to walk -- to get exercise. If there is an overlying medical problem that requires them not to walk they are eligible for a handicapped parking permit through their doctor. Again, pregnancy and having children is a choice. It is not a ticket to preferred or special treatment. Women cannot expect equal treatment in the workplace and then turn around and expect special treatment based on "motherhood." The rest of the employees of the university should not have resources funneled to special groups. This costs all employees. If the university wants to provide a daycare, then it should be at a cost to employees that allows it to be self sufficient. Employees with children should pay to have their children in the daycare. Again, this comes from a woman -- who became a single parent -- who worked as a public school teacher while paying daycare. Having children was my choice and one I would make again. However, I still would not expect others to pay for my choice.

I fully support comprehensive resources for nursing or pregnant mothers, and childcare services. I would like to know what the proposed resources are, however.

I fully support have both a designated room(s) for nursing mothers and an on-campus daycare that allows children to safely be monitored in an affordable manner. I think it would be great to have students in degree programs such as Family and Child Development or Elementary Education working in these daycares, with supervision by a faculty or staff member. This is a great opportunity to expand the internship options and degree courses available to students who want to pursue a career working with young children.

I have no knowledge at time about these resources.

I have now worked or been a student at 6 academic institutions. The extremely limited resources that SFASU provides to employees are pathetic. The lack of paid maternity and paternity (outside of "sick" leave) should be illegal. This is the least the university could do in the absence of other supportive programs such as "Stop the Clock", "Spousal Hiring Assistance", etc. offered at other universities. If recruitment and retention of top-notch faculty, as outlined in the opening address by Dr. Bullard in Fall 2018, is a priority, this must change. As a female faculty member looking to start a family, I am struggling with the decision to stay at SFASU. I initially came to SFASU as it appeared to offer a family-oriented community. However, I am no longer sure this is true. I have two children, both of whom I breastfed for more than their first year of life. I was never told by HR or my supervisors that a lactation room is available. Right now, I would not be able to direct a faculty or staff member to the nearest lactation room. After attending the family forum meeting, I now know that the School of Nursing has one, but that is the extent of my knowledge. I pumped breastmilk daily in restroom stalls when I did not have a private office. I have had many students who I have allowed to use my office for pumping breastmilk between classes.

Our nation does not have a clear understanding, respect, or education on breastfeeding, its health benefits, and its overall potential impact on healthcare as a whole. Providing the minimum in terms of legislation is adequate, but not enough. At the very least, all mothers who are on FMLA to have a child should be informed of the lactation rooms provided by law. A step up would be to provide such rooms within a reasonable distance from the mother's work station (i.e. in the same building). At best, there would be a lactation room in each building on campus, clearly labeled, with faculty, staff, and students adequately informed. These rooms should be private, offer seating and electric outlet access, and be maintained in terms of cleanliness.

Being a mother is not a liability to be legislated and controlled by meeting the minimum standard of the law. The SFA community should welcome mothers. In this current climate where discussion of tolerance and acceptance is at the forefront, we are still woefully behind in terms of recognizing large people groups such as mothers.

I plead with you to support the pillars in the Strategic Plan! Attract and support high quality faculty and staff who are also mothers. SFA has the opportunity to redefine campus culture and rise up and embrace its community of moms, despite cultural norms. Our families live in Nacogdoches. We live life here. We spend our money here. Young families bring their retired parents to live here to be near grandchildren. The moms on campus ARE your stakeholders. Increase connections and show this population that the SFA Way is to care for and connect with them. We are raising your future students while we are teaching your current ones. We matter. Our voices matter. Our daily struggles, even if it is simply struggling to find a room to pump breastmilk, matter. We need to feel like our administration thinks we matter. Right now, we do not feel valued.

Rise above the minimum standards! Be transformative! Do better, SFA.

I hope they were discussed in the sense of providing more. We do not do enough to help our families. It takes a village to raise a child.

I insist that more efforts be devoted to extensively and intentionally promoting awareness regarding accessibility of existing facilities, while continuing to support efforts to expand current offerings past the "minimum acceptable."

I know as a fact, in many less developed countries and in quite a few European countries, female employees get paid maternity leave time to recover and take care of newborns after they give birth. In America, there is no maternity leave. Our so-called maternity leave is that female employees have to save and accumulate their paid sick time ahead of time. After birth, for the days the moms stay home, the number of days is deducted from their saved sick time. If the balance of the saved sick time runs out, paychecks will be deducted. This isn't real benefits. It will be great if the university can grant some true paid leave time to moms after giving birth.

Charter school isn't a solution. It is either too expensive or it is full. Employees' children don't all get accepted. Many employees just give up and send their kids to NISD only to find out that education quality in NISD isn't any worse than that of charter school. The graduates from Charter School don't outperform the kids from the public school district.

I fully support the University designates time and space for nursing mothers.

I like their designated parking space on Aikman. I say in general whatever policy chosen should make it easier for them without significantly repeated distraction of workers. I personally do not believe that children should be allowed in the workplace. I have no problem with pregnant women in the workplace; however, I would have a problem with a nursing mother in the workplace. I believe that a lactating room like the one in the STEM Building should be made available for them.

I pumped and froze my milk at night when I got home, from work, so I never had to do it at work. I don't see any reason to have these stations at our job.

I strongly support any type of resources that can be provided to parents with children or nursing mothers. I too was pumping in a locked closet, here on campus. SFA should be providing safe locations in most buildings where nursing mothers can pump while at work.

I strongly support resources for pregnant/nursing mothers, esp. nursing rooms around campus, and expanding resources for parents, esp. changing tables in gender-neutral spaces (not just the women's restroom). More 'family' restrooms (i.e. individual, gender-neutral restrooms) are needed, as they are useful to more people than just parents and families.

I support all the resources provided. However, we avoided using the daycare services for children because they were too expensive based on our salaries. We found alternative solutions including bringing our kids to work in times and ways that did not disrupt our work and instruction nor the work of our fellow colleagues. I believe implementing a university-wide policy restricting children in the workplace would be a hindrance to numerous faculty members and staff to the point where they would elect not to work here anymore.

I support dedicated private areas for Nursing mothers. Its basically just remodeling a single office per building.

I support faculty/students bringing their children to the campus.

I support offering resources for mothers/parents.

I support the university providing additional resources for nursing mothers based upon the availability of funds.

I think an after school-type program would be a wonderful addition to campus, and I would suggest the best plan would be to make a cost-neutral thing that is cheap for faculty and staff but does not cost the university either. I don't know if another daycare option that is cheaper to faculty/staff would be viable, but I have to imagine before and after school care might be? That would be a phenomenal benefit. HR mentioned that funding is the biggest drawback, but it seems to me that with all of the early childhood education and child development programs on campus, much of the care could be provided by students with some faculty/staff oversight, and would really be a great experiential learning environment for that. Many of the programs require internships, so maybe the programs could commit several interns to this? I am not sure, but it's a thought!

Another thought is to offer summer camps that are cheap and that would help to address the huge issue of summer childcare.

I think each building needs a place for nursing, and a changing table. I don't think it's necessary to put changing tables in every bathroom, especially since many of our buildings are older, and the addition of a changing table would make them non-compliant with ADA regulations. I don't think it's unreasonable to have two changing stations in each building, one in womens and one in mens. Let's not forget that men change diapers too.

If this is not possible, for example if all bathrooms in a building are too space restricted, perhaps signage explaining why there is no changing station would be appropriate.

I think having additional resources at SFASU for parents (both employees and students) would be extremely beneficial. I also think additional resources could address most - if not all - of the concerns raised regarding children in the workplace.

I think it would be a good ideas for their to be places for nursing mothers to pump when they are on campus because that is something that is required when nursing a baby. I also think it would be beneficial if the college had an after school program for faculty members who have children. It would also open up more employment opportunities for students on campus.

I think since bringing children to campus is an issue, it would be nice to have a place with supervision that faculty and staff could drop their kids off and pick up later. Maybe if they pay a small fee, this could work. I also think it would be great to have resources for nursing and pregnant mothers. It is difficult to work 8-5 as a pregnant/ nursing woman.

I think support for pregnant and nursing mothers is appropriate, but such support would not be routine or continuous. Also, it would be very helpful to provide an affordable alternative childcare option for employees.

I think that although I do not have a child myself, there are next to no resources available on campus. I know of universities who offer child care for their faculty, staff, and students. There are no nursing friendly bathrooms, etc.

I think that faculty, staff, and students need to be educated as to where lactation rooms are available. The closest one to me is in the STEM building and that is a 10 minute walk away from my office.

I think that it's great that SFA can provide such services to students. It shows that SFA is a university that truly thinks about every student.

I think that rooms designated for women to pump is a good idea considering the number of women I have heard of that have gotten infections in their breasts because they were unable to pump. I am not in favor of women bringing their new babies to work with them as an alternative to day care and breastfeeding in these rooms. Maybe at least one room per building would be sufficient, depending on the size of the building. As far as pregnant women go, I am not sure what other benefits the University could create for them. The university already offers short term disability, which is great. I cannot think of anything else off hand that would be good for pregnant women.

I think that these resources are necessary in today's world; however, there are no comments on what resources were discussed so it is hard to comment on this section. I think more clarity is needed to ensure viable answers to some of these questions. I think the resources for pregnant and nursing mothers, as well as resources for parents with children, are an important affirmation of family and SFA's commitment to its employees (and, also to its students--example the lactation room in the STEM building).

SFA can choose to be all about the business end of higher education or SFA can choose to show an ethic of care for its employees and its students. So far, SFA has chosen the ethic of care and, not surprisingly, the business end of higher education seems to be taken care of also (increased enrollment).

I think there should be resources for them.

I think there should be way more resources for pregnant and nursing mothers as well as for parents with children such as for the pregnant women, I think there should be more up close parking for them and for nursing mom's there should be a room for them to breastfeed and for parents with children there should be some sort of resource for either them or their kids.

I think these resources should be made available.

I think they should be allowed.

I think they should be provided for pregnant and nursing mothers.

I think we just need to communicate more about the locations and HR should make a part of their orientation as well as FMLA information sessions when a person fills out their paperwork.

I think we should support these resources for the faculty, staff and students

I was a little unnerved to hear that both lactation and feeding rooms are not being provided to nursing mothers across campus and would like those issues to be addressed. I'm getting married soon and hope to start a family down the line and am horrified to think that I may have to sneak away to sit on a toilet in isolation. The benefits/time given to new parents also seems a bit appalling and doesn't entice me to begin a family in Nacogdoches. I know much of that is controlled by budget and the state and etc., but I'd like a campus that fought for the welfare of not just its employees but their families, who also give back to the university.

I was disappointed to discover that while I was a nursing mother on this campus it was SFA's job to provide an appropriate place for me to pump/nurse. I was never approached by HR concerning accommodations. I pumped in the closet of a co-worker. I sometimes became stuck in the closet for an extended amount of time, because I didn't want to interrupt my co-worker when she had a meeting in her office. I would wait until the students/visitors left before exiting. It seemed like exiting a closet in the middle of an office visit carrying a breast pump and bags of milk might be considered un-professional. It would have been nice to have a more appropriate place to take care of this matter. I think we need to do a better job of notifying our employees of the offerings that are available on campus.

I was not at the forum, however my opinion is that it would be a great idea to have something at the school

I was not present to the forum so I have no comments.

I was surprised to learn that the SFA student center does not have a breastfeeding/pumping room. I think one is needed for staff, students, and guests at the very least. I think that the larger buildings on campus should also have a dedicated room that is NOT a restroom: library, miller science, mckibben, rusche, etc.

I do not think it's the responsibility of HR to inform employees of all policies and laws. We hold students responsible for being aware of policies and deadlines. This should apply to faculty/staff as well. If someone is wondering what rights they have in regards to breastfeeding and pumping, returning to work, or lodging a complaint, they should research and ask HR questions. IF HR was required to brief every employee on every possible law and policy that might apply to their situation, they wouldn't get anything else done.

I was unable to attend the forum due to my teaching schedule, so I am unable to comment on the resources discussed.

I was unable to stay for this part of the forum so I apologize if I am being repetitive but I think subsidized daycare for students and employees should be considered by SFA as a potential learning site for students. Another forgotten population is our students who are parents at SFA. Although I suspect that family housing would not be as popular as it once was (although I could be wrong) I do know that our student parents would benefit from low-cost daycare and schooling options for their children. This would also provide a transformative experience for our students who want to work in a variety of careers that involve children. The current cost of the Early Childhood Research Lab is prohibitive to most of our students (especially single and low-income students) as well as some employees. A lot of the speakers yesterday spoke about how beneficial it is for their students to be exposed to their children. I believe it would be even more beneficial for students' and employees' children to be able to interact with each other for the employees, their students, and their children. This would foster diversity and integration which benefit everyone.

I wasn't at the meeting, but we need to adjust our maternity leave, and lack of paternity leave way of thought. This proposed policy makes me sad for SFA. It makes me ashamed.

I wish there were resources for both our students and employees. When I was pre-K my parents taught at a community college and there was a daycare/preschool on the campus. When recently discussing this issue with them they reminded me that it was a "lifesaver" for them - broke parents teaching at a community college (and don't assume wages have greatly increased in value since the 1970s) living away from an extended family network (like many other faculty members they moved for the job) - having an affordable daycare on campus was a highly valued option. It was not fancy - it was in a mobile office trailer, but it worked.

On a different note - have we ever thought of a playground on campus - outside of the recreation center? Oftentimes visitors to campus have small children with them, parents bring older students to visit campus but also bring younger siblings who seem to be tortured with boredom when I pass them during campus tours. Wouldn't a friendly open play zone be a nice touch? Even "big kids" aka college students might enjoy it too themselves. Of course, our students with children would find it as of much use as SFASU employees.

I would encourage resources being made available for nursing mothers and those who are pregnant, but not to include daycare services through dumping the kids off on the administrative assistants or asking other faculty to care for them.

One more point, the faculty need to consider here, there are no free programs! If the University spends money on providing childcare services as a benefit, it means the costs are taken from something else, to include travel funding, salaries, etc.

I would have something to say if I knew what the resources were. I hope that they were adequate, accessible, and practical for all faculty members.

I would hope to expand these resources as well look into more affordable child care options provided by SFA for faculty and students.

I would just like it to be known that as a Staff member this forum was the first time I was made aware of such a policy, much less as new mother who has recently taken FMLA, was allowed to give my input.

The few other new mothers I have recently spoken with, many also Staff, were all given different information- or most commonly zero support or outreach regarding our return to campus while still providing for our young children.

I would love to see more resources for pregnant and nursing mothers as well as resources for parents with children. If SFA as a institution put our children and our students front and center, how can they go wrong?

I would support areas for nursing mothers in key locations like the Student Center and Library. I believe an employees supervisor should work with the nursing mom and HR to find a solution when a room is not located near by for an employee as well.

It really boils down to resources. Which programs at SFA are we willing to cut so that others can be created. We have to decide who we are and then fund those priorities. If we decide we are a family friendly campus and that includes daycare, nursing facilities, etc., then something will have to be cut or enrollment will have to increase to pay for it.

I have 5 kids, student loans, and live pay check to pay check, but when I got hired at SFA I was never promised daycare so I do not have those expectations. I am just grateful that I have a job with good benefits for my kids.

I'd like to think we could implement breast feeding rooms or a daycare, but our finances can only allow so much. I do believe we should do anything and everything in our power to cater to their needs, since SFA is a family friendly university.

I'm not sure what special resources pregnant mothers would need, but as for nursing mothers, creation of areas for expressing milk seems like a good idea, if such places don't already exist.

As for resources for parents with children, I think if the policy didn't take effect till Fall 2019, then that gives employees plenty of time to marshal their own resources. Now, if the policy is adopted and IF it takes immediate effect, then yes, SFA needs to have resources in place, and plenty of them.

Ideally, there should be a room in each building that could be set aside as a place for nursing mothers. At a minimum, there should be such spaces in the largest classroom buildings and in the student center.

If it is a policy, SFA cannot be a female friendly work place.

If resources are made available to staff and students as well as faculty, then I support this.

If the restriction of not allowing children on campus on a continual basis is to be enforced, then resources to parents for childcare and/or nursing mothers should certainly be provided.

If there is not another option for a child to be cared for ie spouse, Daycare, etc.. it should be okay for a child to be brought up to work to make sure the child is cared for and not left alone at home or something of that sort.

If there was to be a policy put into place to disallow children being in the workplace, then resources for childcare on campus must become more available and more affordable. I worry putting this policy in place will cause excellent faculty and staff to seek employment elsewhere.

In my experience, SFA does not generally have good support and resources for pregnant and nursing mothers. I was fortunate to have a supportive supervisor and my own private office to use for lactation purposes, but I know many people have struggled and been forced to "make due" with less than ideal situations.

I believe we need more lactation rooms on campus and more communication to campus regarding the resources for breastfeeding moms.

Instead of banning children, the university should provide daycare for parents--both employees and students.

It has been SFA's policy for several years now, to provide reasonable accommodations for nursing mothers to express milk in private, but listening to the commenters at the Forum today, no one seemed to be aware of the policy. Maybe employees should take the time to become familiar with the university's policies.

Regarding FMLA and taking sick time when a parent is off work to have a baby, I'm not sure what the big deal is. If you want to continue receiving a pay check when you are not working, you need to claim sick/comp/vacation. Do these people really expect to be able to take four to six weeks off, still get paid and not have to take the time from their banked sick leave? That's not how it works in corporate America. Some companies give you a specified number of days each year and you use them however you wish. If you use up all of the allotted days and then have a need to take off work, then you take off without pay.

It is a good topic.

It is my understanding that the Physical Plant is currently working with another committee on campus to provide approximately 30 public lactation stations throughout campus. I feel like this is already being addressed, but everything takes a little time. It is so completely ridiculous that we do not have diaper changing tables and lactation rooms on campus. SO ridiculous. Words fail me. Even McDonald's and Walmart have had changing tables in men's and women's restrooms for literal decades.

Of COURSE we need diaper changing tables in many places around campus.

Of COURSE we need lactation rooms that are visibly labeled and accessible to faculty, staff, students, and visitors to campus.

Of COURSE we need designated parking spaces for expectant mothers.

Of COURSE we need better benefits for families on campus.

It is very important to have these resources. Many schools have these things and SFA needs to catch up! We cant make it harder for these women to do what they need to do. I spoke about this more on question 2.

Thank you!

It seems in line with our stated values to provide affordable childcare to faculty and staff. A display of support for families in this way would go a long way to aid in recruitment and retention of qualified professors and high-level staff members, who could get those benefits at other institutions.

It seems that there are plenty of small rooms all over campus that can be transformed for breastfeeding or pumping. This should be addressed for sure.

It would be awesome if SFA had more resources for students with children, it makes it very hard for them to get a degree and take care of their kids properly when schools or professors aren't understanding

It would be great if every building had a nursing and changing room. While this would be expensive, if there is not such a facility in each building that houses offices and services, then there are weather conditions to be considered.

Another thought, though it was mentioned that this policy would have the greatest impact on nursing women, what about men that share in childcare? Would we then need two such rooms so women would feel comfortable nursing and not have a man walk in to change his baby?

Affordable childcare was a part of my financial aid package when I was in graduate school. An on-campus facility would be a big draw for recruitment of all sectors of the university community. If this were to happen, I think priority should be for students' children and children of those that do not have a child-friendly environment.

It would seem that SFA is about 50 years behind the time in its treatment of pregnant or new mothers. There should be a safe, sanitary and pleasant place for mothers to nurse and/or pump in each building on campus. Even the most conservative companies have realized the need to have maternity/paternity leave in order to retain valuable employees; not so at SFA. Since SFA is one of the lowest paying (if not the lowest paying) universities in the state, as a family-friendly institution, the university needs to make low cost child-care available to faculty and staff.

I'm unfamiliar on the resources. This in and of itself is a problem. We should look into better advertisement.

Keep doing that. :)

Lactation rooms, changing stations in the restrooms, and rest areas for pregnant mothers are resources that would be beneficial for many on campus, including visitors. Setting up these items would set a precedent for other schools and potentially sway the undecided family to choose our university! The family friendly environment we have should stay.

Make these resources more well known. Make them affordable if people really do believe children are a problem.

Maternity leave needs to be 6-8 weeks without having to use sick time. It's being punished for having a child.

Maternity leave should not be deducted from sick leave since after having a baby requires that the mother takes care of a sick baby which limits mothers in this type of scenarios and it also brings stress to the mother.

More resources are always welcome. It did seem troubling that some were not informed of what was available.

Mothers should be provided a private and appropriate place to feed their babies, always. Ms. Bishop noted that in the Nursing Department, they had established a specific room for Mother's. According to Ms. Bishop, this has been in place for some time now and it was open to everyone. Personally, this was the first I've ever heard of it. I thought that was nice but only the employees in the Nursing area would be able to use it. How would someone from the main campus have the time to drive all the way out to the Nursing building to use the facility and then drive back to campus in such a short time. Some people were offended that they had to declare and take "Sick Leave Time" because they were not sick. While I share that view, do they expect SFA to just give them the time (up to 12 weeks) of "paid time"? That would open an new chapter of dispute from all the other employees as to why they got paid to be off. It's a never ending cycle to appease everyone. It just cannot be done. It just needs to be straight across the board to set rules.

Perhaps it's a good time to also improve/improve the FMLA policy to include that employees are given additional information about taking maternity/paternity leave and include information for when they return and locations of nursing rooms on campus. Even I was not aware that there were nursing rooms located across campus.

My child is now a teenager. When he was young I was hugely disappointed in the lack of resources for working parents. Especially that we have - supposedly- the "best" day care/elementary school in town ON OUR CAMPUS, but our children are not given priority. (FYI when they finally called to say we were "in" they wanted to hold my son back because he did not go to their pre-school. HA!, needless to say, we passed on that "opportunity")

I had a port-a-crib in my office and just a few weeks before this proposal came out I told a new faculty that it was NEVER a problem when I had to bring my son to school with me. Now I wonder if she will stay longer than a year at SFA.

My own sympathy/concern for those mothers who have unmet needs is real, but is balanced by an extended concern. If the university assumes responsibility for the on-campus needs of pregnant and/or nursing mothers and parents with children, that opens the door for parallel unmet needs of many other groups and individuals. At some point, a parent, a pregnant person, a nursing mother simply must realize that the university and all its other non-pregnant, non-nursing faculty and staff should not be forced to should responsibility or accommodation for their situation. Personal responsibility should prevail.

My recommendation is that the language is not biased toward new mothers, thus putting uneven responsibility on her, and that the resources are inclusive to individuals from multicultural backgrounds. This might include a resource lists of childcare centers and practitioners in the area along with price ranges. In addition, the resources should include information about SFASU Counseling as it would be helpful for new parents, especially mothers who experience postpartum depression.

AM

No one asked for this, but there need to be lactation rooms that are conveniently located on campus as well as changing tables in both men and women bathrooms. Furthermore, there should be a bare minimum of six weeks paid maternity leave for staff members in addition to the six weeks of unpaid FMLA leave. These people literally take care of our buildings, our jobs, and our students, and without them we would be nothing. If administrators and deans and whatever-titled presidents are able to get their own secretaries and committees and unlimited budgets for random evaluations that never do anything but pad the pockets of their little buddies, we could at least take care of the very people who work and represent the socioeconomic dimensions of Nacogdoches at large.

No, this should be a case by case situation.

No. There is a law that protects pregnant women.

Not sure what resources to provide. I have never worked at a place that provided resources for parents, nursing mothers, or pregnant women. I have to pay for child care and take care of the child that I chose to have. I do not believe that it is my workplaces responsibility to take care of my children or provide me resources. Come to work and do your job.

Nursing Mother's should get some type of extra leave so they can leave and take care of there business.

Nursing mothers need to be accommodated - it relates to basic human rights. Resources should be made available to working parents and nursing mothers.

Nursing rooms should be clearly marked and all across campus. I have seen maps that indicate which buildings have gender neutral restrooms, a similar map should be available with nursing/pumping rooms marked. Rooms should be available in most buildings, not just for our faculty and staff, but for our students and visitors.

Offering resources to nursing/expecting parents and parents with children is a great idea.

Offices for faculty, with doors that lock and are not transparent should suffice for nursing mothers.

Oh men for how long would men continue to punish our lovely women??? Isn't it sad that in 2018 men are still discussing and making policies for women? Really? No comment.

Overall, I feel it is a good thing to have more resources regarding parents with children, as well as pregnant nursing mothers because educating the public on these topics, especially those on college campuses, need to be informed, The reason for this is that young adults are still learning how to make sound decisions and their brains are still not fully developed, which hinders the decision making process.

Parents should be allowed to bring their children to campus because there may some situations where their children have no where else to go during the time that the parent is at work. When you have children many things pop up in which you may have to watch your child all day. As long as the faculty member can still get their work done then it should not be a problem.

Parents with young children, and the children themselves, have specialized needs, and it seems the university is decidedly lacking in addressing these in a positive way. Short of the nursing room mentioned in the forum, there are apparently no other dedicated spaces specifically for nursing mothers. It must be very stressful having to pump or nurse in an office when being interrupted, or degrading for students to have to sit on a toilet in the restroom. Furthermore, the employee health and wellness programs at this university in terms of marketing and availability are significantly poor compared to those of other institutions.

Parents, especially single parents, should be given all the necessary resources.

Parking for pregnant women

Pregnant or nursing mothers should be allowed with resources in place to help the student or staff person be able to attend work or class. This should not be looked at as a roadblock, but our campus should exemplify equal opportunity for all. I am in support of resources to be put in place to help staff or student with such a need.

We should be changing for the betterment of the student and staff, not hindering life process.

Thanks

Provide these resources to anyone who needs it. Please dear god do it. There is no need for anything like a "daycare" center or anything, but other resources and other such things to support pregnant and nursing mothers and parents taking care of their children. Support these people, they are vitally important.

Resources and facilities for nursing mothers or any resources for families with children have my support. While salaries are a challenge for most young faculty, any added benefits to support faculty and staff should be considered.

Resources for mothers with nursing babies: A room (It can be very small. For example an old closet space.)with enough space for a mother to quietly and comfortably nurse her child. Quite possibly with a small bathroom and changing table off of it so that the mother can take care of other needs as well. Even an area where milk could be warmed up for the mom that isn't breast feeding. For parents with minor children: Maybe a common area that had accommodations for a parent to sit and use a lap top while the kids had an area to sit and play while mom and dad do some work still. A tv for the kids to watch, or some gaming systems for them to play while mom and dad work. Just things to think about. Remember that as long as there is that mutual respect and understanding of not abusing the system or what is being offered to accommodate you, it should be a win-win outcome for all.

Resources for pregnant and nursing mothers should be available at SFA campus.

Resources of these types are needed to support our working parents. It would be great if SFA could offer some type of free child care.

Room availability for nursing/pumping mothers is a must! I believe there should be a designated space in every public building on campus for faculty, staff, students, and visitors/guests.

I strongly believe supporting SFA employees with help for paying for childcare would be a huge incentive to our campus! Childcare is expensive. We have the best available on our own campus, but it is often times unaffordable, even for those who work there. While this would be an expense to the university, maybe there are grants or other funding opportunities that would help supplement university employees in paying for childcare both on and off campus.

SFA already offers a child care facility at the Childhood Lab. Teacher:Student Ratios are already being met for Infant to 5th grade classes (Childhood Lab through SFA Charter School). The childhood lab stays open until 5:30. It seems reasonable to assume that the building and rooms would be available for an after-school program (perhaps I'm wrong about that).

Graduate Assistants and Work-Study students could be utilized to work the after school program which could consist of helping with homework and physical activities and organized games. Parents that are required to work until 5 would appreciate their child/ren being close by.

If reasonably priced, because it is only an after-school program, the money brought in might cover the cost associated with running the program and paying the staff needed. Students could get internship and/or practicum hours toward their degree requirements. No food would need to be offered. And the program could still close at 5:30. It would be open to SFASU employees only.

SFA is one of the lowest-paying institutions in the state (look it up) not everyone can afford to send their children to the expensive daycares that Nacogdoches offers. Professors in STEM and business make considerably more than professors in Education and the arts. SFA shouldn't need to have a daycare for faculty, but they also shouldn't forbid faculty from bringing children to campus in the case of stringent circumstances like a cancelled daycare or a day of no school.

SFA lacks resources for those with children...there is not a child care facility and this policy will limit faculty teaching summer classes. Having to be on campus for online summer courses for one hour per course means that one has to secure childcare for that hour and most places in the summer one has to pay for an entire week of childcare. Thus, from an economic standpoint considering the adjunct pay faculty receive for childcare - this may result in fewer faculty teaching in the summer.

SFA must do more to help new parents. Even a few weeks of paid leave would be an improvement over what we have now, which only meets the federal minimum. Moreover, any building that interfaces with the public ought to have a nursing/pumping room and a changing table in both the men's and women's rooms. Griffith Fine Arts and

the Rec Center, for example, have programming specifically targeting children. Neither, however, has a changing table or a nursing room. Most academic buildings don't have changing tables.

I also think we need to do a better job advertising where these spaces are. Most people don't know where they can find a nursing room or a changing table. It would be nice if there was a way for visitors to campus (e.g., those on job interviews, those coming for Showcase Saturday, those coming for camps or other activities) to identify and locate these spaces without having to search for them. They should be listed on all campus maps.

SFA needs to do much more in all areas to support families of SFA employees. If we intend to attract young, dynamic, dedicated employees to a university that is known to pay well below the national average, the university needs at the very least to foster a sense of real community and support for all its employees.

SFA should begin to look into on campus daycare/learning center for faculty and mothers who are students. This is popular at many other Texas universities and military bases. This could also be a valuable resource for education, health science, and family studies majors!

SFA should do all it can to support pregnant women and nursing mothers.

SFA should have resources to parents and pregnant women on campus. SFA should be supportive to all of its students. Parents and expecting mothers have it hard enough maintaining both responsibilities. SFA should help them out to make it easier.

SFA should provide private lactation rooms for nursing mothers.

SFA should strive to offer resources to SFA parents, pregnant and nursing mothers. Don't we want to be an institution of excellence and example in every dimension of the campus?

Since it is not 1952, we should definitely be accommodating pregnant women and nursing mothers. We should be celebrating them and providing anything they need, and patting ourselves on the back for how modern and forward thinking we are. That's what we SHOULD be doing...but we're not. Fix this.

Support nursing mothers having a private place to pump

The University does not have information readily available for staff, faculty, students, alumni or visitors regarding resources for pregnant and nurses mothers. They need a website, maps showing nursing rooms and changing tables, and a contact person.

I have visited many college campuses nationwide and often notice these things in the student centers, in information areas, and in most buildings on campus. SFA is severely behind in this area.

The Workplace Accommodations for Lactation/Breastfeeding Policy was implemented in October 2015 in accordance with the Texas Government Code. The policy states, "The University will provide appropriate and accessible space for employees to breastfeed or express milk in private". A restrictive policy for children in the workplace would prohibit nursing mothers from feeding their babies on campus which is a violation of this policy. We know that the most effective way to maintain breastmilk supply is by allowing a baby to nurse (as opposed to an electronic breast pump). Breastfeeding is associated with employees missing less work and thus being more productive. Supporting breastfeeding mothers and allowing children on campus are undoubtedly related. Also, while this policy fulfills federal requirements in writing, this is not actually being implemented well at SFA. I have personally had a child since this policy was implemented, and no one from HR informed me of locations to pump on campus. In fact, I had to pump in a bathroom of the Miller Science building on one occasion which is not sanitary or appropriate. Many women across campus are either being given unrealistic distances from their current workplaces or no information at all regarding places for them to privately express milk or breastfeed their baby. Ms. Doty said in the forum that mothers are given this information when they apply for FMLA, but multiple women spoke out after her statement that they were not given those options or resources with babies born in the last year. I believe SFA wants to be a place that fosters trust and values its employees. Practices like these make that very difficult.

The availability for pumping or breast feeding areas on campus is unacceptable. After I had my child, I was given the option to shuffle between 2 co-worker's offices for pumping. I had to alternate between their offices every pumping session. It was extremely inconvenient to myself, and those co-workers. I didn't have a designated location where I could keep my pumping supplies or a convenient location to place the milk/clean the pumping accessories after.

Pumping at work became extremely inconvenient for me and my co-workers. I tried to pump less often so I wouldn't inconvenience them as often, but that actually back fired on my milk supply. No matter how many times or long I tried to pump for, my milk supply ended up drying up. If I would have been provided a designated location that I wouldn't inconvenience everyone by using, then I would have pumped more times and for longer. I would have been able to breast feed my child longer, instead of having to break down and use formula. As a new mom this was a huge disappointment for me. I wanted to be able to supply milk for my child. I just really feel like the university could be doing better at providing assistance for new moms.

Also, there had been talk about expectant mother parking spots being created on campus. I have yet to see anything like that actually taking place on campus. Some buildings can be quite a walk from parking lots or garages. When you have swollen feet and are 9 months pregnant, that walk can get pretty tiring. I think this is something that the university should still put in place, even if it doesn't benefit me now. I still think it would benefit lots of mothers in the future.

I think every expectant mother, and pumping/nursing mother should be provided a mini fridge in their immediate work area. This would allow them to store things like quick snacks, drinks, or breast milk close to their desks. The Residence Life Office already has mini fridges available for students to rent. These should become available to expectant/toddler mothers. Also, the university should offer a huge discount to the early

childhood lab for faculty/staff. Pay \$900/month plus \$300 supply fees for an infant is OUTRAGEOUS. This kind of fee makes it to where it really isn't an option for almost all staff members. Paying this amount for my child each month would have been HALF of my monthly paycheck after taxes and insurance are taken out.

Most companies offer their employees child care reimbursement. Even ETech offers their employees this. I believe the university needs to implement a program to offer faculty/staff highly discounted rates for their children based on their pay. For example, an employee making around \$30,000 should only have to pay about \$400/month for the lab. Paying less would be much more desirable, but I don't see our university heading in that direction. I was extremely disappointed when I found out my child wouldn't have the opportunity to attend the lab, but I had to still be able to pay my bills.

The campus does need to consider and provide resources for pregnant and nursing mothers. Surprising with all the money and attention being given to a new space plan, that that was not something considered.

The existing policy provides a place for mothers to express breastmilk (pump) and to also breastfeed their infants. The proposed policy on restricting minors directly opposes that policy, which is a federal mandate.

The facilities available on campus are nonexistent for nursing mothers. I have experienced this first hand because i had a baby 18 months ago. I was first told that I needed to pump milk in the restroom by my supervisor. I then asked if she ate her lunch in the bathroom. After seeing the disgusted look on her face, I replied with, well I will not feed my child milk pumped from the public restroom. I believe the nursing department already had their nursing/pumping station at that point and I asked if I could go there. I was told NO. It was too far and had to be located in the same building where I worked. HR and my department did "make" a space for me in a vault by other employees over various times during the day. First of all, it was not relaxing! One of the first things that needs to happen before expressing milk is relaxation so that the breasts will have a let down and express the most milk possible. I was always in hurry to get out of the vault because someone else might need in. I have a friend on campus that attempted to pump and was told to take turns between two occupied offices causing another employee to halt their job, because there is not facility on campus. Unfortunately she did not keep it up because of this inconvenience to the other staff members. This is not acceptable!

The leave policies for new parents are in desperate need of revision. When I was pregnant with both my children, I was on bedrest for 3-4 weeks each time. I had to start using my leave, and was not eligible for sick leave pool, so I ended up having to come back to work when my first son was only 7 weeks old because all of my leave was exhausted. My second pregnancy, knowing I would face similar challenges, I had to save up all of my leave for more than three years to avoid a repeat scenario. I also came back with the entirety of my leave exhausted, so when I had to take my first son for well checks, or when he was sick, which is so frequent with babies in daycare, I often had to take unpaid days. Pregnancy is NOT SICKNESS. We need to be more accommodating in

our leave policies to support new parents and not require that they exhaust the entirety of their leave in order to have a baby. The fact that if both parents work at SFA, they are penalized by only being able to take 12 combined weeks, is sad. We are not serving our employees well here.

We also need to have a well-labeled bathroom with a changing table in every building, as well as a designated, well-labeled room for nursing mothers that is easy to find. This would show support for not only our faculty and staff who are new parents, but also students who are trying to juggle parenting and school. When my children have been on campus with me, I have had to change their diapers on the floor of my office, or the countertop in a bathroom, more times than I can count, which is not a sanitary or enjoyable practice.

I also strongly feel we should stop using the early childhood research center as an example of available childcare for employees. It costs nearly twice as much as any other facility in town and is out of reach financially for most of our employees. It is an outstanding facility that most faculty or staff, or especially financially strapped students with children, can afford. The cost to put my infant there would have been equivalent to my mortgage. It is great that we have it but we need to either address the financial realities of it, or stop using it as a selling point that SFA offers childcare. We offer childcare that the top tier of earning employees can afford, but not your average faculty or staff member. I don't think SFA should offer subsidized or free child care to employees, because I do not feel that students should bear the burden of paying for that through their tuition. But what we offer is not reasonable in cost and we should be owning that reality.

The more resources for pregnant or nursing mothers the better.

The resources are simply another thing that make this campus great for anyone regardless of their background.

The resources should be available for faculty. I think we could be on the forefront of making SFA a family friendly workplace.

Benefits could include day care for children, after school care for school aged children and pet care. What a wonderful way for SFA to show their faculty they care for them and their families. These services could be provided for a nominal fee as needed.

I also think it would fit into the university strategic plan.

The school of nursing has a great, private, comfortable space for nursing mothers. However, after nursing, I think that the children should be taken off the premises.

The ultimate goal should be to facilitate learning, regardless of circumstance, and every effort should be made to accommodate.

The university needs to do a better job of communicating the resources available. However, one additional issue needs to be raised. When discussing FMLA, state law or state policy at one time permitted a maximum of 12 weeks of FMLA, but these weeks were shared by spouses employed by SFASU. Thus, if a wife takes six weeks of FMLA,

her spouse only has six weeks of FMLA. This policy discriminates against couples who both work for SFASU. Given that SFASU is the largest or second largest employer in Nacogdoches, we often lack opportunities for married couples to be employed at separate employers in this community. Thus, the policy is unfair. Is this policy still in place? Is SFASU willing to change this policy if within the scope of SFASU responsibility? If this policy is truly a state policy, is SFASU willing to fight to change this policy?

The university or state should not fund the choice to have a family. There is no entitlement

There should be more resources for students, and faculty alike. This situation does not directly affect me, but when one of my friends had to change their child's diaper they mentioned the lack of changing tables in the student center restrooms.

There are not enough places on campus for nursing mothers to feed their children. We need to support pregnant and nursing women in a more appropriate way than giving them a couch in the restroom. Would you want to eat where others will be pooping?

There are not enough pumping/lactation rooms on campus. There is not one in the Student Center, which is essentially telling students "you can be student or a breastfeeding mom, or you can pump in a bathroom". This is totally unacceptable. It affects students' educations, their finances (formula is expensive), maternal and infant health, and sense of well-being emotionally.

The same goes for faculty and staff. Even an office with a closed door may not be amenable - students and other faculty see your light and knock or call out.

As far as resources for parents, an after school program offered at reduced cost or free would be appreciated. Salaries don't make up for what it costs, particularly for staff. Many faculty are paying back school loans and have no extra money. We work here at SFA because we love our jobs and our students. The more support for faculty and staff, the more satisfied they will be and the better we will be able to retain them.

There are not enough resources for expectant or nursing mothers. There are also insufficient resources for parents with small children. SFA should do more to encourage families to participate in events.

There currently are not resources to speak of - it is not unreasonable for someone to allow their child to sit in their office and do homework, etc. (quietly) for 1.5 hours each afternoon.

What policies do other universities have? Services?

There is already a Federal law in place for nursing mothers, SFA should already be abiding by the law. The addition of any resources for any of these would be great as long as they are not restrictive.

There seems to have been a lot of double talk happening at that meeting. You're willing to provide resources to parents but were vague about those resources.

I also know for a fact that up until very recently HR was directing faculty and staff to the student center for nursing/lactation facilities without even checking to see if these facilities actually exist. They do not but perhaps someone in HR thought they were working at Texas A&M University, the University of Texas in Austin, or maybe they thought they were at Sam Houston State University as these state funded universities ALL have stations/rooms available in their student centers. Additionally, there are a multitude of stations available for faculty, staff, and student use across their campuses. These stations even include breast pumps for women to use if necessary.

There should absolutely be resources for pregnant and nursing mothers. Those policies should be designed by woman. I'm not sure what you mean by resources for parents with children, but certainly one resource is allowing us to bring our children to work when we need to. See above.

There should be a comfortable place, not a restroom stall, where nursing mothers can breastfeed in every facility, for faculty, staff and students.

I am not sure about having a daycare facility on campus due to the expense. I had my son at Tanglewood Early Learning Center from the time I moved here in Aug 1989 when he was 23 month to the time he completed 6th grade, all day care up until he entered kindergarten, and after school and summer all day care after that.

I was happy with the care he received at Tanglewood at that and found the cost fairly modest. I do not know the daycare situation now.

I had few difficulties in finding care for him because he was ill only once from K-6. The only time my son had to stay home from school was when he had pinkeye in first grade. A friend from church kept him at her house for 4 - 5 days, and I picked him up and went home after my classes were finished. Today it would be more difficult to leave work so early.

There should be more designated areas for pumping breast milk/breastfeeding. It doesn't seem reasonable that someone should have to leave their building and go to another building to pump breast milk. Also, the designated area should be secure, so that people are not walking in on the individual while they are pumping.

As far as breastfeeding is concerned, I don't think there should be restrictions on locations of breastfeeding. If a woman feels more comfortable breastfeeding in private, they should be able to utilize the private designated areas. However, I think they should be able to breastfeed in public if they prefer.

There should be more resources available for both. But if the financial climate of the university is being accurately shared, then it's not very realistic at this time.

There should be more resources available. I understand family is important, and sometimes family and work coincide with one another. I believe SFA should be supportive of those who are pregnant/have children and work with them to an extent.

There should be places that if a nursing mother wants privacy to feed her child, than there should be options. I believe that it is also federal law that these places must be provided for nursing mothers who work for the university. There should also be more changing station for children who are still in diapers in public places such as the fine arts building. There should also be an availability for family restrooms in this places as well.

These resources need to be available. The reality is that times have changed and we aren't in the 1950's any longer. Women are more involved and empowered than ever before and want to have the option of having a family and work.

These resources should be available to working women who have nursing needs, changing tables, and a place where school age children to be while their parents finish up their work day. Maybe a place for them to read or do homework. Something affordable if it can't be free.

These resources should be readily available.

These resources should be seriously considered by all members. Making accommodations would assist both faculty and staff as well as students. It would also speak loudly to the surrounding community that the University is invested in the future of those who are a part of it's family.

They are exceedingly important concerns for the wellbeing of children & families.

They are wholly insufficient. Whatever we do have for pregnant and nursing mothers is difficult to learn about and definitely not advertised. The Early Childhood Lab is an excellent facility but it's extremely expensive (with good reason, I know, but still) and cannot accommodate enough families.

They aren't being advertised enough

They aren't nearly as important as salary increases and genuine faculty involvement in governance of the institution.

They should be available to all that fit the need of such resources.

They should be made widely available to all SFA students and faculty.

This campus MUST support at all costs additions of lactation rooms, changing stations, affordable child care and any other resource to support mothers and families. If we want to show that we care and attract valuable faculty and staff we better start showing it!

This is a great idea. We should get on this right away. We should also address the issue changing tables in all the major bathrooms of our buildings.

This was the focus of the Faculty Senate several years ago. The fact that it is 2018 and we do not have rooms like this is appalling.

To have a place that would provide affordable childcare on or near campus would allow for parents to be present with less strain.

To my knowledge, there are no dedicated lactation rooms near my office. While many faculty and staff have private offices in which they could breastfeed or pump, not all staff members enjoy this luxury. Since pumping is usually done several times each day, dedicated and conveniently located lactation rooms should be provided across campus (and no, restrooms do not serve well for this purpose). Also, I cannot speak to women's restrooms, but there are no changing tables in any of the men's restrooms around my office. It would be a simple matter to install these. Finally (and most importantly), while I do not think this qualifies under "resources", what I've heard about the maternity leave policy for staff members is horrifying. If the existing policy does not include *at least* six months of paid maternity leave in addition to the six weeks of unpaid leave guaranteed by FMLA for all full-time staff, the administration of this university should be absolutely ashamed of themselves for allowing such a restrictive policy to persist in 2018. As an ethical priority, we should become leaders in the field when it comes to maternity and paternity leave policies.

WE NEED A DAYCARE YALL

We definitely need a place for mothers to pump other than in a bathroom.

SFA is not a day care, but in the future if the resources were available to have something in the afternoons from 2-5 for children to go to after school would be a tremendous help to parents on campus.

Even if was at a small fee I think it would help a lot of people out. Or if the Early childhood lab could be much more affordable and only open to SFA employees a lot more SFA employees would use it. Unfortunately it is out of most of our budgets, especially if you have several children.

Some employees do not live in Nacogdoches, so having the opportunity to bring their child to campus for short periods of times on certain occasions is really a great benefit.

We do not have enough breastfeeding rooms for our breastfeeding moms (students and faculty/staff). It is absurd that a breastfeeding mom (who wouldn't be allowed to have her breastfeeding baby on campus anyway with the new policy) could possibly have to go across campus to find a room designated for her to feed her baby. There should at least be space for breastfeeding in every other building on campus. Students should only have to walk next door if there is not a space in the building they are currently in. We shouldn't just designate some closet for this somewhere on campus, this should definitely be something with thought put into it. Not just to be in compliance.

We have several places around campus that are already available to provide lactation rooms and changing tables. This would not be a hard thing to do; add a door here and there and add changing tables to restrooms. I do like the fact that any new construction taking place across the campus will make these accommodations automatically. We need changing rooms and lactation rooms in all colleges

Resources mentioned at the forum should be widely publicized to all employees and students

We need more obvious resources for sfa emotes and students.

We need more resources for parents with children and nursing mothers. Let's do this!

We need safe, clean, comfortable spaces for pregnant and nursing mothers. We need to set the bar high. This is something that can build employee loyalty at a very minimal cost.

We need significantly more nursing rooms on campus. The daycare available through SFA is too expensive for most staff members to use on their salary. I would support access to a less expensive daycare option for staff members. This would give them the option to go to the daycare and nurse instead of always having to pump.

We need these resources, and getting them should not be this hard. I understand that budgets are tight, funding is disappearing, and legislative and accreditation mandates are increasing. But money magically appears for a variety of needs deemed worthy by the the powers that be. I have been in numerous meetings where key administrators have brushed aside issues of maternity and paternity leave (especially for dual employed couples), and it should not take this much energy to get lactation rooms or changing tables. The latter in particular are relatively small costs (and, yes, I know that everything has more associated costs than most people realize) that would signal to our employees that they---and their families---are important to this institution.

We need to be supportive of families as a ethical guideline and to positioned to attract quality faculty. We do not want to be perceived as being unfriendly or unaccommodating to families. We need to be and should be family friendly.

We need to be sure that the "lactation rooms" we are providing are adequate. A colleague of mine used a lactation room in the student center that was basically a supply closet. Several times, SFA employees in that area walked in on her (or tried to enter the room) while she was using it. She said it was difficult to do what she needed to do while she was constantly concerned about someone walking in on her. Surely we can do better than this.

We need to have these resources and make people aware of their existence.

We should absolutely provide these resources for our faculty and staff parents. God knows that we certainly do not get paid well enough to attract most academics and professionals! I believe the University should look into providing a supplemented child care facility for faculty and staff, too.

We should be as humane as possible while still accomplishing the mission of our University. I was surprised by the level of disenchantment surrounding resources for parents and mothers in particular. We can do better.

We should be increasing these resources, instead of adding policies that do not help anyone at SFASU.

We should give as much support as we can to pregnant/nursing mothers and parents with children. No one should be punished for wanting to/stating a family. I am not aware of what resources we have in place but I agree that there should be resources in place.

We should make families be an integral part of the SFA environment.

We should not discriminate pregnant or nursing mother, give them the same opportunities that us "normal" people have.

We should support pregnant and nursing mothers, as well as resources for parents with children because children are our future. SFA Way supports community help and support and if we don't help those in our community we are turning our backs in helping the future.

Well it is obvious to help support pregnant mothers. Even providing alternative resources for students who have kids. You expect a parent to be a full time student, work to provide for their family (not to mention pay off bills and loans), and take care and raising kids with ease? Provide reduce cost resources for student parents, faculty, and staff. Don't let your campus struggle in juggling already high demanding classes and jobs. For SFA to promote the SFA Way 24/7, you better know that the expectation of providing resources to students to help in anyway is there. Be a university that really facilitates to its students, faculty, and staff. Be one that goes beyond providing academic success for its students and help provide success in a families future. Provide free or reduced resources for those who need it. We already pay so much every semester, why not help reduce costs for a family? Or is that too expensive for the university to help?

What resources??? I was pregnant on this campus and could not even get the expectant mother parking. This place is a mess when it comes to helping single/married parents with letting us know there are resources for us.

I cannot find anything about this forum online either. How can you have a forum about these things but not let all the mothers/parents know about it.

You are failing the older students on this campus in a serious way. Being older, married, or having kids and being in the college is such a hardship that my professors don't even acknowledge that we exist. I am 31 years old and I get lectured at not to drink every Friday. Did you know it is easier to get my child into the daycare at Angelina Junior College than it is here? You don't need to charge the hellish amount you charge for the daycare. Why is this town so special that I have to chose between keeping my daughter close to me and going to school. so now you are adding stress to students who have enough stress already because you have limited the access to daycare on THIS CAMPUS! So now I am stressed from having to do a full student schedule of 12 hours, work 25 hours a week and I have to drive halfway across town to get to daycare that closes about 15 minutes after my last class is over...

Yall need to work on this because this is one of the main reasons I am not completing my degree here. I am getting my GPA up and leaving this campus and entering the workforce where at least I am not frowned upon for having a kid or being married, or just being older than 20 years old.

There was a time when yall had on-campus housing for married/single parents. it was right where the ECRC is. I used to live there many years ago, and now what? could we bundle the cost of daycare into my college tuition? make it easier to afford it? could we lower the cost and have more SFASU students in there helping when they are needed I know my HMS class need observation hours, but went to the Headstart program. Help your students out and see how much we will go out of our way to help the daycare out. or charge an arm and a leg and you will only receive the elitist snobs and not be able to actually enact a change in the community.

Sorry for the rant, but again I am a alumni here to get my second degree and SFASU has been the lack of helpful in many categories. Hope some of this helps.

What were the resources discussed?

When I worked on campus I was not notified of any resources that would be available to me upon my return from maternity leave (2013) regarding suitable nursing stations or lactation rooms. I had to lock myself in my colleagues office with lights off until we were able to put a curtain on her window in the office. Luckily I felt comfortable enough to do this and my office new what I was doing and not to disturb. I carried my own cooler to/from the office on a daily basis. I took a break from working with SFA and upon my return (2016) while in several in the Human Services building there was no lactation room and had to lock myself in an office in that building. This seems to be a problem for us working moms that have to keep up with supplies for our children while away from them.

Woman and people should have the right to nurse and have their children with them, We are already losing our youth this all this tech, that maybe seeing what real life is about can help them realize how good they have it.

Working parents are fantastic and they are warriors. But just because they attempt to do the nearly impossible (working and raising children at the same time), does not mean we can't help them along the way.

Yes when I was pregnant with my son I was on leave without pay and had to come back to work after 4 weeks with a C-section due to not being able to have an income while out. I think there should be a leave with pay for women on maternity leave. I also believe that women who are breast feeding need to have a private place where they are allowed to do that. I think that it would be beneficial for the university to offer child care facility on campus for faculty and staff.

Yes, SFA needs to offer an on-site after school program for kids. A lot of businesses around the world do this. The productivity in employees increases because employees are not worried about their children, they have to take less time off work, etc. If SFA can find the money to build a STEM center and to basically do a campus flip-flop where they move everyone to new buildings, it can find the money for an on-site after school program. It would create more jobs for our students and could be an excellent learning center for students in education. Students in nutrition and hospitality could make after school meals, etc.

Yes, make a daycare area for families with babies or kids.

pregnant and nursing mothers should be able to bring their children and have their needs met properly.

the pregnancy parking spots are dumb.

there should be lactation rooms in every building on campus where people work or study

there should be changing tables available in both men's and women's restrooms in each building on campus (min 1/building/gender)

I believe that FMLA rights and responsibilities should be made available to any and all employees on a proactive basis from HR for the betterment of the employee experience, as opposed to maintaining minimum compliance standards.