

## Appendix B – Open Ended Survey Comments

### Comments from Faculty Who Support Alignment

- *After years of trying, we aligned APS and UNM Spring breaks. The reason APS changed it back was due to standardized testing.*
- *APS's Spring break is aligned to a religious holiday, Easter, even though we presumably have separation of church and state.*
- *Aligned spring breaks would have a positive impact on the UNM COE students with field placements in APS schools.*
- *Aligning APS and UNM spring breaks would benefit UNM students, staff and faculty who have family members who are students and staff at APS.*
- *Aligning our spring break with APS would really help faculty, staff and students at UNM.*
- *Aligning Spring Breaks would help our students immensely.*
- *Aligning the breaks would be the best solution so that faculty, staff, and students would not have to worry about childcare arrangements (not all families utilize babysitters) and would be able to enjoy the break with their children.*
- *Aligning the breaks would benefit both students and faculty. Having separate spring breaks is a hardship for parents and children.*
- *Aligning the Spring Break schedules for APS and UNM could increase tourism spending within the state, because it would enable families to take short trips to NM locations, it could also cut down on childcare costs for UNM employees, which is significant when employees have not had raises in several years.*
- *Aligning the two breaks is critical. When the breaks are not aligned, I have to pay for a babysitter for the week of APS's break to cover daycare for my children while I am at work. In addition, UNM spring break is rendered essentially useless in terms of travel/vacations because my children have to attend school during UNM's break.*
- *Aligning the two breaks would allow families to spend time together and would decrease issues with child care. Overall, would be positive to those with families and improve sense of wellness.*
- *Aligning the UNM and APS spring break periods makes perfect sense, where the family can spend time together instead of having to find child care to come to work.*
- *Aligning these spring breaks would give families an opportunity to enjoy one another as opposed to juggling time and commitments while trying to make the kids feel like they are actually on vacation.*
- *Aligning UNM and APS Spring breaks will help faculty with kids tremendously*
- *Aligning UNM's and APS's spring break is beneficial not only for employees, but also for students who are also parents and may be financially challenged and struggle to find full- or part-time care during spring break. UNM has a non-traditional student base who would benefit from this change.*
- *Alignment is important for work/ life balance; I want to spend time with my daughter and spring break was one of those times we used to have.*
- *Alignment is such an obvious need. Faculty, staff and UNM students should be able to plan breaks and travel to occur simultaneously. Doing otherwise, it is disruptive plain and simple.*
- *Alignment of APS and UNM spring breaks would be great for student teachers in COE.*
- *alignment of breaks is also important for coordinating vacation time with friends and family who have students in APS, not just those of use with children in APS.*
- *Alignment of breaks is not just a faculty and staff issue. It is very important to our students, many of whom are nontraditional students with children who have to make alternative arrangements for child care during the APS spring break.*
- *Although I do not have children, I have people in my lab that do. Balancing time is a big issue for parents. This seems like a high priority action item with important, obvious positive outcomes. In addition to staff & faculty, this important for undergraduate and graduate student parents (often women).*

- *Although my children are grown and the spring break issue does not affect me directly, I know what it is like to be a parent. Supporting faculty in this way is a win-win for everyone.*
- *An effort to move the schedules in alignment is critical in terms of quality of the work environment.*
- *Anything we can do to make it easier for our faculty and staff to have time with their children is important.*
- *APS and UNM on different schedules causes problems for students with children as well as staff*
- *APS is not the only school district in the state. How will alignment with branch campuses and the school districts in their communities be addressed?*
- *APS Teachers who are seeking advanced degrees at UNM suffer tremendously when the two breaks are at different times. This effort would help them so much.*
- *As a faculty member in Teacher Education, this is an extremely important issue.*
- *As a faculty member without a family support network in Albuquerque, aligning breaks would be extremely helpful.*
- *As an instructor at UNM, I think it's crucial that our spring break remain at the same point in the semester, right after week eight of classes. I'm fine with APS moving their break to correspond with ours. I do not support UNM moving its break to align with APS.*
- *At the Los Alamos branch campus, in the past we aligned with the local school system for the Spring Break to accommodate faculty with family members in the public schools, students with family members in the public schools, and dual credit students. It worked well for those groups, but was challenging for faculty and students who were also engaged with UNM. When the local public schools delayed their Spring Break to accommodate testing, we decided to align our Spring Break with the UNM Spring Break because the current local school system Spring Break is so late in the semester. The one spring we had a "late" spring break, both faculty and staff complained about the flow of the semester. Anecdotally, many expressed concerns that student success that semester was negatively impacted by the later break in the semester.*
- *At the UNM Farmington Center, our UNM teacher candidates observe the same spring break that schools do. It just makes professional sense to do so. I encourage your efforts in this direction. Thank you*
- *At UNM Taos, it would be beneficial to have our UNM Students to have the same Spring Break as Taos Municipal Schools.*
- *Both my kids are in APS. Please coordinate schedules! We would love to go camping for a week instead of a weekend.*
- *But I have two grandchildren in middle school, and that's why I'm personally invested in this question.*
- *charter schools are not on the same schedule as APS and many of us have kids in charter schools - moving to meet APS will only satisfy some folks*
- *Despite my enthusiasm for aligning the Spring Breaks, PLEASE do not change the schedule for spring 2018. I (and, I am sure, others) have already started making plans based on the current schedule.*
- *DO IT NOW! No need for more testing! UNM is meant to serve New Mexicans. APS is one of the primary audiences. There is a lot of overlap between UNM and APS with many families having parents or children attending one or the other. The separate spring breaks are not necessary.*
- *Essential to align breaks. Please!*
- *For many faculty and staff, breaks in the academic schedule does not mean that we get "time off". So there is a childcare issue even when breaks are aligned.*
- *For pre-service teachers the dual spring break might be helpful, but it also makes it difficult to plan a trip or really have one week off, which I think is the goal of a break. With two different spring break times, one can be half way free two weeks instead of completely free for one. That is why I support the matching of breaks.*
- *Great idea. About time. Thanks*
- *great initiative*
- *Great to have a survey about this.*
- *HSC attending physicians and clinicians do not get a spring break, but if we did it would be nice to have at same time as APS*

- *I am embedded faculty supervising student teachers, so it would be really good for them to have the same break time as the students they are teaching.*
- *I am glad that someone thought about this and sent out a survey. It certainly makes sense to have both spring and fall breaks for UNM and APS aligned.*
- *I am in support of any measures that allow working parents to succeed -- my sense is that aligning the spring breaks would support such an end, but I don't know for sure from personal experience.*
- *I am so happy to this is initiative!!*
- *I am the Program Coordinator for Elementary Education. It is extremely difficult on our teacher candidates when the breaks do not align.*
- *I am very strongly in favor of pursuing this alignment. It is so important to our family to have Spring Break together.*
- *I appreciate the difficulties of not having coordinating breaks for parents, but I can't lie - it's nice to have a break without teens/kids swarming around, too. :)*
- *I appreciate UNM thinking about the parents' needs around Spring Break. It is always stressful and challenging to figure out an affordable option of care for my kids during their Spring Break.*
- *I believe that aligning spring breaks will be most helpful to our students with children enrolled in APS schools. They time off will allow them to save on childcare that would normally have to be paid if they were in class during their child's spring break. Reducing the financial burden on our students is important to me as a member of the faculty.*
- *I believe there is research that showed that college students tend to "burn out" around the middle of the semester, which is an argument for leaving spring break at the 8-week mark.*
- *I do have children....just not school-aged children. I don't know if this detail will change your data analysis in any way.*
- *I do not have children in schools now, but have grandchildren attending APS schools.*
- *I do not have children. I would defer to the preferences that people with children have about this issue.*
- *I do very much hope this alignment can happen. I love my job but I also love my family. I would very love to see the alignment so I can spend time with my ever growing daughter. The camp is a plan B and would help with the spring break juggle for all but nothing replaces real family time.*
- *I don't have children but I am taking into account the older students we have whom have children and the importance of them having the same break as their children*
- *I don't have children now, but will likely in the future*
- *I don't have strong feelings about the precise dates of spring break. But I would not like to change it if it means that UNM semester would go later into the spring.*
- *I feel the faculty with children need to have the most to say about this as it seems to impacts them the most.*
- *I greatly appreciate this initiative to consult with our community!!*
- *I guess it would be easier for students and faculty if UNM has the same break schedule as APS. I experienced that some students requested break during semester. Sometimes this could be a huge loss for students if they miss the lecture.*
- *I have 2 nephews in APS and have 2 siblings attending UNM. I feel strongly that UNM does not support our parent students and non-traditional students so aligning the breaks would be a big help.*
- *I have a lot of APS teachers in my class, so having the spring break schedules align also help my student-teachers.*
- *I have a strong preference to have spring break near the middle of the semester. With APS aligning break to the variable date of Easter, sometimes their break is just too late.*
- *I have grandchildren in APS schools. It would be very helpful to have our breaks aligned.*
- *I have junior faculty who have this challenge. I also remember the challenges that occurred when my children were younger and my wife and I had to address daycare, time off to cover school breaks. we need to do this !!*
- *I have students and post docs in my lab with young children and this affects them. In addition , I raised my children here enduring the APS/UNM years of non-coordination*
- *I know this matters to a lot of faculty, but I'm most concerned with Staff. They should not have to take annual leave to flex time during APS breaks. Let's fight for them!*

- *I plan on having children, makes sense to align the breaks.*
- *I struggled for years when the Spring Break calendars did not lineup. It is an emotional and financial hardship. I know it is difficult for students in my classes as well.*
- *I taught in a state where ALL schools (including private) and higher education shared the same spring break and it was amazing what it added to the family to have that shared time available. And, I had grade-school aged kids then.*
- *I think aligning the spring breaks would help so many faculty, students, and staff. It is a HUGE disruption to classroom time when students have to miss class to take care of their kids during APS spring break. PLEASE ALIGN THE BREAKS!!!*
- *I think alignment of UNM and APS Spring Breaks is critical for the success of our students, many of whom are parents of small children. Managing child care is already a huge challenge for them and to increase that challenge by holding classes during APS spring break is disrespectful and an obstacle to their academic success.*
- *I think it is good for APS and UNM to align for families but also because it makes research programs in schools easier and I know that the College of Ed conducts this research but also the Business School and several others. This would really be a boon on a lot of fronts.*
- *I think it's very helpful to align these schedules, but it does seem like it's always a temporary fix because schedules are always in flux, but I do support the cause! Family is important, and I am pleased that UNM sees this value. :)*
- *I think that aligning these will benefit staff, faculty & students alike*
- *I think the breaks should be at the same time, but I sure hope that means our own Spring Break time doesn't move much.*
- *I think this would be especially helpful for staff who would otherwise need to make childcare arrangements even for school aged kids. private schools don't typically align with APS schedule.*
- *I think UNM spring break should remain at the same time that it has been - directly in the center of the semester. Only if APS is willing to move their spring break to be in alignment with ours (rather than shifting it around even year) should we have the breaks align.*
- *I welcome this initiative, as the way it is now is not family friendly.*
- *I wish the breaks had been aligned when my children were in school. But it also impacts my students who either miss classes or bring their children to classes. Either is not a good idea.*
- *I would also love and on-campus camp for kids (all day) during summer break*
- *I would like the breaks to be aligned, but it's not a priority. If it can be done at no cost, let's do it.*
- *I'm not sure if students can respond to this survey, so on their behalf: please do this! I have attendance policies in my classes; every semester the difference between UNM's and APS's spring break means that several of my students either have to skip class or their children with them. I always recommend that they choose the latter option, but that's hard on the kids, their parents, the other students, and me (as instructor).*
- *I'm not sure what the impediments are to aligning the spring breaks, but anything to help facilitate vacations being a time that families can spend together seems like an important goal.*
- *I'm so glad that you are asking for feedback on this issue!*
- *If the correspond I will have a week without have to deal with hunting for parking and fighting traffic around campus. Also I will not have to listen to other women complain about having to cancel their classes when their children are off*
- *If UNM is committed to retaining faculty and staff, they need to guarantee access to affordable, high quality childcare on campus that serves the interests and needs of the faculty and staff.*
- *It can be difficult to have students' children in class.*
- *It can be tough when several employees want time off at the same time. So, it doesn't always work out that parents can get the same time off (at least on north campus where clinics remain open even on UNM holidays). We have had problems in areas where there are mixed UNM and UH employees because of lack of staff support.*
- *It has been very difficult to take any time off when both breaks are different. No one really gets a break when there are children involved.*

- *It has been very inconvenient in the past not having breaks at the same time. I hope in future faculty and staff can benefit having the break at the same time.*
- *It has been very inconvenient the past few years when these spring breaks fell out of alignment due to APS' action. Please restore the alignment! Thanks!*
- *It is and has been ridiculous that the leadership of UNM and APS have not done this in the past - this is an opportunity to address an obvious concern...*
- *It is difficult for me to go to work when the APS school is closed as there is no place to send my kid.*
- *It is extremely important to align UNM and APS spring break as so much time and energy is lost in finding daycare and the missed opportunities for families being together on their respective breaks. I missed over a dozen chances to be with my child during our breaks because they did not align. This is lost time, lost memories, lost productivity.*
- *It is extremely important to align the breaks. It offers vacation opportunities and community involvement.*
- *It is far past time that UNM Administration start to think about the well-being of their employees. This is a small start.*
- *It is important to have Spring Breaks together with the local schools. It means that will have fewer absences from parents and fewer children on campus when parent is attending classes.*
- *It is very difficult to find childcare for the time period of the APS spring break. In addition, the break is wasted when the schedules don't align. This has been a long standing frustration and should be easy to resolve. UNM needs to show their support of faculty with young students. Additionally, we have many students with small children that this will benefit as well. Most student parents lack the money to afford child care and a camp doesn't solve the problem. Please fix this!*
- *It only makes sense to facilitate synchronized breaks for educators and students across the Albuquerque spectrum*
- *It will add value by bringing families together etc.*
- *It will be really be nice if the APS and UNM Spring breaks could be align... but I understand there could be other forces in play, and one cannot always get what one wants. In any case I truly appreciate that you are exploring this option.*
- *It would be a great stress relief if the breaks could be coordinated!*
- *it would be great for faculty and students if they could spend their spring break with their children and if we didn't have to find childcare during our children's spring break.*
- *It would be hugely supportive to families to have the two Spring breaks at the same time. Otherwise, if we want to travel together during Spring break, then one of us has to miss our duties (take AL and miss teaching or take child out of school). Thank you!*
- *It would be very helpful to align spring breaks. With the current system I lose two weeks of productivity in the spring. Aligning them I would only lose one week, and it would improve work/ life balance a lot.*
- *It would be wonderful (and revolutionary) to be able to travel during spring break with my child!*
- *It would increase attendance of students, reduce distractions (children in class), and improve grades.*
- *Make the change!! The mis-alignment of spring breaks is one of the most frustrating bureaucratic problems complicating the intersection of my professional and personal life.*
- *Makes enormous sense to let folks take time off together.*
- *Many of my students miss class during the year for reasons related to their children. Anything we can do to help them in this regard would probably reduce their stress and increase their performance.*
- *Many of the employees in my program have school aged children. Spring breaks that coincided would be extremely beneficial.*
- *Many of the students in our program have school age children and many are employed by schools. Having fall and spring breaks aligned makes child care much easier for them. Please strongly consider this important action*
- *Many of us have difficulty arranging child care when they are off school. Or we would love to take a family vacation, but can't because UNM is still in session.*
- *Many students have children and securing childcare for their children when our breaks are not aligned can be difficult to impossible. If we are going to truly serve our nontraditional students, aligning breaks seems like a no brainer.*

- *Many students, staff and faculty have children in APS*
- *Many students, staff and faculty have children in APS or schools that follow APS breaks. This seems like a no-brainer, particularly for the students of UNM, not having to find child care for breaks that do not align with APS.*
- *Matching breaks would reduce the issues of child care not only for faculty but also for our students. We see many students trying to attend class but bringing kids with them as they have no child care for the mismatched breaks.*
- *Misalignment on these is difficult for families who not only have children in APS but for those who are UNM employees and UNM students.*
- *My answers are based on concerns I have heard expressed at Town Halls and in Faculty Senate.*
- *My calendar is different from the majority of campus so while alignment is not feasible for me, I think the positive impact to the majority of main campus and APS is significant.*
- *My children are all out of college, but it was very important to me as a parent to have the two breaks align with each other. There were some years when they did and it was great for planning vacations and time off.*
- *My children are grown; however, I remain committed to supporting our faculty and staff with children and this alignment would be GREAT for them.*
- *My children are in the RR school district.*
- *My children are in their 30's and no longer in school.*
- *My children are not in APS, so this issue doesn't affect me personally. I see the problem for my students however.*
- *My children do not go to school in Albuquerque*
- *My children have now left school, but it was always extremely challenging having them off school, for APS spring break, when UNM was in session. Both my wife and I work at UNM, making it doubly challenging. So although this change would not affect me now, I think it would be of considerable help to faculty, staff and students who have children in school. So I strongly support it.*
- *My husband works for APS. PLEASE PLEASE PLEASE ALIGN THE BREAKS!*
- *My interest in having both APS and UNM breaks align comes not from having children of my own but rather as a way to remove the excuse that other faculty give for not doing their job. I am tired of their using this as an excuse and frankly both appalled and insulted that they use this excuse to get out of work because I have two of my own and I seem to be able to manage this and have time for my kids and work.*
- *my kids are grown but this is important for the whole university, it's very disruptive to staff, others and university work not to have these aligned!*
- *My kids don't go to APS, and they are not in school yet.*
- *My wife works for APS, my daughter is at UNM - it would be great if we could have break together.*
- *Not having spring break aligned hurts us both weeks. We can't spend time with our kids either week.*
- *Not having these aligned makes it problematic for students who have children in APS -- I work in the College of Education and this is the case for the majority of my students. As a result, they end up needing to bring their children to class or it conflicts with family vacations.*
- *now I help and spend time with grandchildren*
- *On a campus where not only faculty and staff but students have children enrolled in APS, it is only common sense, but it is also saves all parents and even grandparents from having to figure out ways to attend classes while their children are on break. Coordinating the breaks also enables parents to plan activities and trips with their children that can have long-lasting benefits educationally and recreationally.*
- *Organizing simple things makes important things better*
- *Our department has students doing practicum in APS, so they have two different spring breaks if APS and UNM breaks are NOT aligned. This is my major reason for supporting aligned spring breaks, although I do have a child in APS currently.*
- *our student teachers and educational diagnosticians would greatly benefit from having an APS vacation schedule that is coordinated with UNM*
- *Our students at UNM would benefit from this alignment as well -- many of our students have children in APS and/or work for APS and having UNM and APS spring breaks would simplify things for them too.*

- *Parents with Children at UNMCC and APS get it even worse because it results in two separate weeks with no child care.*
- *perhaps the question on children should simply have asked if you have children in the APS system, and if yes, then moved to age ranges. Mine are older and don't even live in this state.*
- *PLEASE ALIGN BREAKS!!!!*
- *PLEASE ALIGN THE SPRING BREAKS!*
- *PLEASE align the spring breaks! PLEASE!*
- *Please align the spring breaks! It matters a lot for families to have time together.*
- *Please align UNM and APS spring breaks.*
- *PLEASE do this. It has created FINANCIAL hardship in the past to find care during APS spring break!!!!*
- *Please make this change!! Every year it is a struggle for my husband and I to find coverage during my children's spring break!!!*
- *Please, please do what is possible to align the Spring Breaks! It's hard enough to work full time and care for a toddler. Trying to figure out a week's worth of childcare during my child's break is challenging!*
- *regarding the last question, is this a real effort to align spring breaks, or a survey to see how many clients you will have in the camp in case of NOT aligning the spring breaks?*
- *Regardless of the age of the child, it is so important that the spring breaks align! For the past few years as the breaks have not been aligned, neither myself or my family have been able to take a break. My spouse has been forced to take vacation time to care for our child and we cannot take advantage of vacation opportunities. As my child has gotten older, travel for college planning is a concern. Being able to travel during our spring break would allow us to visit schools. Finally, as a result of the asynchronous breaks, many, many parents have to bring their children to campus during their break. Even when this practice is approved by administration, it is disruptive to UNM student's services. Also, many parents might be in violation of President Abdallah's new policies on minors on campus. I strongly support the alignment of the UNM and APS Spring Breaks.*
- *Research has shown the importance of parents spending quality time with children. If aligning the breaks can produce such an outcome, I am all for it.*
- *Seems like a no brainer...*
- *Seems like it would be relatively easy to coordinate and a big boost to many parents of children in APS.*
- *So many of UNM's students have dependent children; I'm amazed it has taken this long to even consider it.*
- *supporting families and family time together is fundamental to our society*
- *synchronize! prevent two weeks of schedule disruptions for many faculty and students with (APS) kids*
- *Thank you*
- *Thank you for addressing this important issue for UNM employees and students!*
- *THANK YOU for addressing this important topic. While the off-pattern spring and fall breaks don't severely impact my family economically or schedule-wise, I know from colleagues and friends that there are considerable challenges for some families -- and not just those who work at UNM. As we know, child care is disproportionately expensive in this city and the choices for child care in the short term are sparse. I would be very interested in participating in the development of a spring break program for children of working parents. I have a background in early childhood and K12 education and also run a mentoring program for college students/ APS kids. Please contact me! Monica Kowal kowal1@unm.edu.*
- *Thank you for asking us to take part in this survey. I am adjunct faculty, and we are often not included in any of these surveys. We appreciate being included!*
- *Thank you for doing this! We really want the alignment of the spring breaks*
- *Thank you for listening and trying to help with this important equity issue that affects women faculty disproportionately!*
- *thank you for offering the opportunity for my opinions to be heard on this important matter*
- *Thank you for taking this on. The mismatch has been terrible, and we had some of our most memorable times as a family during the couple years when the spring breaks WERE aligned and we were able to travel. Conversely,*

*mismatched spring breaks are a loss for kids, who languish at home, and parents, who divide time between unattended kids and their jobs.*

- *Thanks for asking and considering us!!*
- *Thanks for considering making this change - it would be HUGE for those of us with kiddos.*
- *Thanks for doing this.*
- *Thanks for finally addressing this unfortunate situation and working to rectify it!*
- *Thanks for getting input*
- *Thanks for this initiative!*
- *Thanks for this survey!*
- *Thanks for working on this. It makes life easier for those of us with children in APS.*
- *The misalignment is a waste of everyone's time and financial resources and certainly doesn't promote equity in the workplace.*
- *The problem with aligning the breaks is APS' slavish adherence to making it an "Easter" break rather than a spring break that could occur in the middle of the term. While aligning the breaks is important, UNM needs to stick to its guns on the placement of the break and call out APS on its preference. The root of the problem is that APS is governed by an elected, districted board that will bow to the non-secular preferences of voting blocs. While alignment is important for economic and domestic reasons, this is not a soluble problem under the constraints laid out here: UNM will have to sacrifice adherence to a mid-term break to gain alignment. There will not be movement on the APS side.*
- *The state's largest employer should align with the state's largest school district.*
- *the timing of spring break as falling in the precise middle of the term is the key factor to me*
- *the usefulness of the childcare would depend on the hours. \$150 for 8-5 is good, \$150 for 9-3 is less useful of course*
- *there are many family activities that are more easily coordinated when all the school systems have the same holidays/breaks*
- *There are more Clinician Educators on the HSC Campus than either of the other two categories you listed!*
- *There are over 1000 faculty members that are clinician-educators and you didn't include that as a faculty choice. We vote in the faculty senate, but "main campus" seems to want to ignore the fact we exist.*
- *There are staff that have children at APS. Different breaks makes it difficult for childcare*
- *There is likely not a black and white answer to the question of whether it is ideal to align breaks. When my child attended UNM children's campus, and my clinical partner's children attended APS, it was nice to have different breaks so we weren't needing time off at the same time. Now all of our kids are in APS, but still have some different breaks. My concern with alignment of breaks is that more people will want/need to be off at the same time. This is not feasible for clinical staff as our services do not shut down on breaks, and few programs are adequately staffed for all parents to be out at the same time. This represents a challenge unique to the HSC and is one of many important reasons the HSC needs to be autonomous within the UNM system*
- *There is no reason NOT to have the spring breaks aligned and there is reason TO have them aligned. It's simple, align them if possible. Thanks!*
- *This a small thing that the University can do to have an active part in the community..*
- *This alignment is important for students who are parents and staff, predominantly. Faculty typically have more flexibility*
- *This decision can provide safety as families will be together for an extended period of time.*
- *This is a good idea and one I'm happy to see in consideration.*
- *This is a good idea, but it should start from the next academic year, since many events in Spring 2018 have been already planned according to the current schedule of breaks.*
- *This is a great survey, but it would be important to gauge the impact on staff. They have less flexibility than faculty.*
- *this is a long overdue and extremely important initiative for work life balance*
- *This is an excellent idea*
- *This is not personally an issue for me as we now homeschool. But it is unbelievable to me that the breaks are not at the same time. In the past, I have adjusted my schedule so that I only show up to teach on APS Spring Break and*



- the rest of the time, take Spring Break. If UNM can't get its act together on this, it deserves the resulting reduced productivity.*
- *This is so important to those of us who don't have children! It is not a "mom issue" or a "women's issue". We all have students who are parents, staff members who are parents, colleagues who are parents.... everyone is affected when these parents struggle to find childcare during the Break.*
  - *This issue also affects UNM students many of whom have children at APS. Often I have parents bringing their kids to class which is fine with me. But, I think we should support the same schedule. It makes it easier for our students to manage their school/parenting and allows families to enjoy a holiday together.*
  - *This NEEDS TO HAPPEN for faculty and staff and students. We are constantly having to adjust schedules to accommodate employees and students with kids.*
  - *This really helps with child care issues. UNM is a "city" campus, so has very strong APS overlap so alignment makes sense.*
  - *This seems like a no-brainer. Please make it happen! Thanks :)*
  - *This will help faculty, staff and students.*
  - *This will help our Teacher Candidates on their journey.*
  - *this would be a HUGE step forward for families at UNM, and I suspect for many in APS*
  - *This would help our family tremendously. It is difficult and expensive to find childcare that week. I really appreciate the consideration. Thank you.*
  - *UNM and APS spring breaks need to align. This is a no brainer. Please make this happen ASAP*
  - *UNM is part of the community. We should all work together to make things easier for everyone whenever possible.*
  - *UNM should adjust their schedule if necessary to match up to the whole of APS' spring break schedule. With the current financial situation at UNM, UNM should bend over backwards to assist it's employees, and not having to pay for child care during APS spring break would be a good first step.*
  - *UNM should do everything reasonable to make life easier for patients with children*
  - *UNM should not move its break to accommodate APS. If APS can align its schedule to UNM, that is fine.*
  - *WE help care for our granddaughter in APS. However, clinicians don't have spring break.*
  - *We struggled for years with the fact that the schedules were not aligned, if the University is actually interested in quality family time it will align these times.*
  - *We want to encourage younger faculty who have families to work at UNM and enabling them to have time off at the same time as their children supports work life balance goals. Creating vacations at separate times actually creates stress and negatively impacts work/ life balance.*
  - *When families with children at different ages have spring break at the same time, they can travel throughout the state that will contribute to healthy economy.*
  - *When my children were in school, I could not understand why spring break was not coordinated with APS. It was particularly difficult when my children were in elementary & middle school.*
  - *When my son and daughter were of school age, EVERY SPRING was disrupted both for them and for us by the misalignment of Spring Break weeks. The students in my classes that have children now face the same challenge, which affects my classes during Spring Break weeks.*
  - *When the breaks are unaligned it has important repercussions for us as a family. For younger kids, they are relegated to spring break camps that cost upwards of \$200/kid/week. For older kids, they are home alone all week while I am working. Then, even if I am relieved of teaching responsibilities during UNM's spring break, our family cannot leave town because the kids are in school. This is a quality of life issue for people with children and a chance to spend good, productive time together that is lost when APS and UNM cannot join forces to align Spring Breaks. Please try to make this happen!*
  - *While it's too late for alignment of UNM and APS Spring Breaks to help me now, it would have saved a lot angst when my children were in APS some years back.*
  - *While my children do not attend APS I think this would be beneficial both in our relationship with APS for dual credit courses and parents of children attending APS*
  - *why not have the spring breaks at the same time?*

- *Would be nice if camp would be eligible for tuition remission*
- *Yes, I strongly support aligning UNM and APS Spring break, especially since as UNM faculty I work in an APS school, so I actually don't get a Spring break because they are not aligned.*

### Comments from Faculty Who Oppose Alignment

- *Breaks need to be midway through the semester and not aligned with Easter, as is too often the case for APS.*
- *College students should not be around high school students during spring break week; too many bad things happen every year. High school students are not adults and should not be able to interact with college students where alcohol will be available; we have enough problems with underage college students getting drunk and getting in trouble. Keep the high school and college spring breaks separate period.*
- *I think spring break should be based on what is best for UNM students, not faculty and staff with kids. Our primary obligation should be to our students.*
- *I would much prefer to keep the spring break in the middle of the semester, as it is. UNM-LA used to change our break to align with Los Alamos Public Schools, and it created chaos because they changed theirs every year. This won't help branch campuses one bit, since we serve more than one school district, with different breaks.*
- *It is very difficult to manage clinic call schedules for young versus more mature families that want to take time off on spring breaks. Having them at the same time creates a lot of anxiety for faculty who need to take clinical call.*
- *Let's not be driven by the insanity that reigns at APS. Tail wagging the dog.*
- *Spring break needs to be in the middle of the semester...for many different reasons.*
- *UNM and APS should not try to align themselves for breaks. We are very different institutions with different goals. Stop trying to please everyone and instead focus on being the best APS or the best UNM. I'm focused on UNM!*
- *UNM cannot move spring break away from the midpoint of the semester and maintain the current option of 8 week sessions. I would support altering our semester dates to align the middle of our 16 week semester with APS spring break as long as our classes did not start before 15 January.*
- *UNM shouldn't align their break with APS --it makes us look like an extension of APS. Second, this policy only helps those that are parents in APS. There are many other communities that people live in in the UNM community.*
- *What is the major objective of having a spring break? I'd think it should be scheduled to enhance education at UNM, not to simplify faculty and staff schedules. If an optimally scheduled spring break coincides with APS break, wonderful. Otherwise, NO.*

### Comments from Graduate Students Who Support Alignment

- *\$150 for the week for camp appears to be a little steep graduate and undergraduate students. If scholarships would allow for parents to get assistance this would be more appealing.*
- *Aligned spring breaks will also be hugely beneficial for students like myself who are currently employed through APS.*
- *Also consider aligning with Santa Fe Public Schools schedule for those who commute to UNM from Santa Fe*
- *APS is not the only school system children of UNM students attend*
- *As a graduate student who works closely with teachers and students at many APS schools I think aligning spring breaks increases the amount of time available for partnerships between faculty and students at both UNM and APS, especially because standardized testing already limits the time available in the spring semester.*
- *As an employee of APS and a student at UNM I strongly support having breaks at the same time!*
- *As an instructor, I've found that having the breaks at different times creates a burden on the students with children, as they have to miss class, pay a babysitter, or get permission from the instructor to bring their child to class--all of which would be eliminated by aligning the breaks.*

- *Daycares in town are also on the APS schedule for spring breaks. Makes childcare hard to not be on the same schedule!*
- *good luck*
- *Great idea! Students who are also parents can use more support.*
- *Happy this is being recognized as an issue.*
- *I am a graduate student but I am also an APS teacher and it would be so helpful if both spring breaks could be at the same time- instead of only being off of one at two separate times*
- *I am a teacher and graduate student. It would be greatly beneficial to align the breaks*
- *I am a teacher at APS and synching UNM & APS Spring Break strongly advocate for synched breaks. Many of my students' parents don't have the opportunity to spend time with their children while on break when the breaks aren't synched. Also for those of us who are employed at APS and a student at UNM, having break at the same time would make a world of difference. Thank you!!!*
- *I can see that this proposal would greatly affect the overall attitude for Faculty with children in APS to feel appreciated as a UNM Employee*
- *I remember those days. Very difficult when schedules are different.*
- *I think aligning both Spring Breaks would be extremely beneficial for UNM employees and their families as well. Family time is difficult to come by and is sorely needed by March and April.*
- *I think it is important to have breaks that coincide for parents, teachers, and students.*
- *I think supporting parents is an excellent idea and can improve retention and enrollment rates for the university while also creating a supportive environment for students.*
- *I think that aligning UNM & APS spring breaks helps support families and is the right thing to do*
- *I think that aligning UNM and APS spring break would benefit a number of students who are in the College of Education, especially those who are teaching and taking classes.*
- *I think that this is nice for teachers who are going to school to get their degree. They are already struggling, so it provides them with a nice break!*
- *I would also like the RRPS break aligned, please!*
- *I would love to have spring break the same time as my daughter.*
- *I'm a substitute teacher during APS breaks and the money is helpful for me, but I sympathize with parent students.*
- *It is immensely important for families, friends, and community members to share the opportunities associated with spring break. Aligning the breaks will allow students to spend time with their children or dependents, as well as work throughout the break.*
- *It's important that families have plenty of opportunities to spend time together. I imagine this is hard to do when a parent is also in school. Have concurrent breaks would give families more quality time together.*
- *Last year I noticed that it was a logistical and financial burden on my already over-extended colleagues who have children in APS. It was difficult to find child care, and their classwork and work schedules suffered because they had to find ways to care for their children. Many UNM students and staff have children in APS, and the break difference impacts APS, UNM, and the families adversely. Bringing the breaks together would be amazingly helpful!*
- *little cost, easy solutions like aligning spring breaks with aps, other NM or regional schools makes sense*
- *Many APS teachers are also in grad school at UNM. It is frustrating when the break do not align with APS calendars.*
- *My daughter is 12 and there were two responses on the previous question that included the age 12.*
- *Parent Children time and relationships is very important and significant to child growth and maturity*
- *PLEASE MAKE THIS CHANGE! It is nuts that my daughter and I are on different spring breaks, especially as a single parent!! Can never go out of town! This change should have been made ages ago.*
- *Students who are in programs that require school clinical hours often don't get a true Spring Break. If they're placed at APS, then they have clinic one week and class the other, and never have a 100% break. I live in Santa Fe and work at SFPS, so it doesn't matter to me. But for the sake of my class mates and APS parent/UNM students, it should be done.*

- *thank you for considering aligning the breaks.*
- *Thank you for even considering the needs of parent-students and our kids. I really appreciate it.*
- *Thank you for noticing and supporting young growing families with hardworking parents*
- *The misalignment of break schedules (which is an overt display of the carelessness and disregard shown by the creators of the calendars) is very disruptive to students AND staff who are denied the opportunity to have a family holiday with their children and are then burdened with the expense of childcare during the week that children are out of school and Lobos have commitments on campus.*
- *This alignment should have taken place decades ago, and the fact that it is still being discussed illustrates the incompetence of both UNM and APS, but especially APS.*
- *This definitely needs to happen.*
- *This has been a long time in coming, I hope administration seriously considers it. Personally, I live in RR as do my grandchildren, so they are on a different schedule.*
- *This would be fantastic as my wife is a teacher for APS. We have not had this time to spend with one another for several years now and it would be nice to have this time to travel and visit family. Generally it is difficult to take time in the summer, but with the week of spring break, we may be able to see loved ones and spend some time off together.*
- *This would really help families!*
- *We can never plan family activities during spring break since my mom is an APS teacher and I am a staff member at UNM. Aligning spring breaks would be very helpful for both parents and families in general.*
- *You should consider all families, not just those with children. People may have siblings that they fully support that are in APS and thus the alignment would likely save them extra childcare costs, or allow for necessary family time.*

### Comments from Graduate Students Who Oppose Alignment

- *Aligning breaks creates more general traffic in the city. When I am on break, I don't want to have to deal with children and the chaos that they bring - it's supposed to be a break!*
- *I enjoy not having the same spring break as my child. It is an actual break because my child is at school.*

### Comments from Staff Who Support Alignment

- *"Neither support or oppose", or "Neutral" would have been a good option. That would fit me.*
- *\$150 is a little expensive for one week. For my family that would be \$450*
- *Aligning all breaks lets our High School (CCTE) Students to have an opportunity to have a break also. Thank you!*
- *Aligning APS with UNM regarding spring break is not an interest to me as my child goes to an alternative school that does not offer spring break.*
- *Aligning the two spring breaks would benefit all involved. This is a no brainer transition!*
- *Aligning the UNM / APS spring break weeks would be extremely important for both students and staff, and foster a better work / life balance.*
- *Alignment is not only important to staff but to our students as well.*
- *All full time staff should get a little spring break as well.*
- *all staff and faculty should be off during spring break. Every other academic institution I worked at, closed.*
- *Aligning the Spring Breaks would also be good for parents who are UNM students.*
- *Although I do not have children, I have friends who are parents and being able to synchronize APS an UNM spring break will minimize a lot of scheduling hassles and is a good way to show our employees that we value them and their family, especially when this process does not incur costs for either institutions.*
- *Although my kids are over 18 now, I have worked for UNM for 19 years and it would have helped me a lot to have had spring break at the same time.*

- *APS shouldn't be the only consideration. Many of us commute from Rio Rancho and it would be nice to align with the UNM SB.*
- *as a mother, when the school is in alignment with the APS school system it makes it easier for the parents and their children when they are having breaks together.*
- *As a parent of two small children (both APS students), I sincerely would appreciate having UNM and APS breaks aligned. Childcare during APS spring break time is always an issue for me personally. Having the same break as APS would alleviate that stress. Thank you for reading my comments!*
- *As a parent, I can appreciate those with younger kids who wish to coordinate school vacation times without having to incur added expense of daycare when schools aren't in synch.*
- *As a staff member with no children, it is difficult to maintain office functions whether Spring Break is aligned or not. There is an expectation that all staff/faculty members with school age children should be given time off with not a lot of consideration into maintaining normal office duties. Employees need to keep this in mind when requesting time off.*
- *As someone who works with many staff members AND students who have children in the APS system, I often hear about the challenges of arranging childcare during Spring break. Aligning the break would help many families in our city; it would give employees and students who are parents the opportunity to enjoy their family-time and would save them stress, time and money; which I would imagine would then result in happier people at work!*
- *Ask this question in a way that includes anyone who cares for children in their lives. Grandparents and other extended family members often take time off to help care for school age children during breaks. I am one of these.*
- *At one point they were aligned. Spring break is determined differently for APS & UNM- APS is seems to coincide w/ Easter (with Good Friday) & UNM is half point in semester.*
- *Being a UNM employee when my kids were in APS it made it hard on my Annual leave as well as work coverage when I, as single Mom, needed to be home with my kids when they were off.*
- *bringing the two breaks together would make a strong statement in support of families and shared educational achievement.*
- *By having APS and UNM Spring break together helps parents not only plane vacations, but if a parent cannot take off work their child attending UNM can help out with their younger siblings. Also, UNM students can make extra money by babysitting for those parents again who cannot take time off work. This will keep UNM students busy and would keep hopefully most of them here than going out to places to party. I know it's part of college, but I feel it's getting out of hand.*
- *By having both spring breaks align will help the overall moral for the staff, faculty and UNM students.*
- *By having different spring breaks and offering a camp, the kids would miss a week of school to go away during UNM spring break, and then would be in camp over APS spring break.*
- *Camp offering should be available (and appropriate) for younger kids and include regular business hours (8-5:30).*
- *Child care is expensive. Our health benefits costs us more for less coverage. We aren't getting raises. Please help the parents who work at UNM by aligning our spring breaks with APS's, to make it easier for them to take Annual Leave and avoid paying for child care.*
- *Collaboration between these two could be very beneficial.*
- *Currently without any pay raises and the hiring freeze, aligning the spring breaks would be a means to show UNM staff appreciation.*
- *Do not forget the impact it has on secondary care providers like grandparents , legal guardians, relatives, other care givers, etc., and how aligning would reduce cost of childcare and foster family interactions and relationships.*
- *Do not forget to pull in RRPS, too.*
- *Employees should have an additional discount for camps...*
- *Even though I don't have kids, it would be awesome to have a spring break that lined up with my many friends who work at APS! Way more important, I know this would make life WAAAAAY easier for many of my colleagues each spring. Hurray for this effort!*
- *Even you offer the camp during spring break; if would get filled fast and those who really need are S-O-L...*

- *Even though I do have a child they do not attend aps but I think it is important to support our students UNM employees that may have school age children. I feel the easier you make it for them function the easier it will be for them to succeed with work or School Work*
- *Families are changing. It's hard to find child care for students, staff and faculty during this time. I also think that sick leave should include being able to take friends or neighbor to the doctors' appointments and caring and also taking pets to the vet.*
- *Families need time together, aligning breaks could help serve that need.*
- *For our staff, faculty, and most importantly, students who have children in APS, aligning our breaks relieves so much stress. While I would rather APS align with our schedule, any syncing would be helpful.*
- *For Staff it's important to pro-rate and make it deductible by payroll (.i.e. Parking). Like an open enrollment with a deadline an electronic election choice. This is so important.*
- *For the past 4 years I have been unable to schedule or spend Spring break with my children, both in APS schools until last year. It is a scheduling challenge and a disappointment to not be able to coordinate this time.*
- *Given that staff salaries across the board have not kept up with the cost of living for many years, aligning these breaks would save families child care costs.*
- *Good luck with APS. aligned breaks happened for a year or two, then APS went rogue.*
- *Grandkids as well as grandparents that work for the University take time to watch and support our families*
- *Great idea we need new work life balance initiatives to help with the strain of more work and more budget cuts and wage and hire freezes support this 100%*
- *Great initiative, folks. Thank you.*
- *Having APS and UNM Spring Breaks align enhances work life balance for everyone!*
- *Having been a working mother of 4 former APS students, I struggled coordinating time off for APS holidays and breaks. I think coordinating breaks would alleviate a lot of family stress. Great idea.*
- *Having Spring Break occur in the middle of the UNM semester seems to make sense. APS also has reasons why it chooses the timing of its Spring Break. If APS would agree to have their break earlier, it would be great. However, I don't think it would be very useful for UNM to have a Spring Break that occurs in mid-April as that would be even more disruptive to the semester and parts of term. That being said, it would be nice for parents to be able to take time off with their children and not have to worry about day care or camps.*
- *Having UNM and APS on the same break schedule is important for the students as well. Many Students have children as well and it can also make sure staff/faculty are around to support them while they are here.*
- *HSC Clinical Departments do not have a Spring Break in their schedules like the main campus does.*
- *I actually enjoy driving in with less traffic when APS is on break and we're not.*
- *I also have two grandchildren, both under the age of eighteen. I thought UNM did not have a Spring Break, that only students were able to take the week off. As an employee I still have to work, unless I take annual.*
- *I also think we need to cancel/delay when APS does and quickly so parents don't have to scramble.*
- *I am a financial advisor serving all campuses from HR. Based on comments from all employees state-wide, this is a very important issue that would be a way UNM Leadership can add value and increase morale with very little cost. Please consolidate the spring breaks. Grateful for all who are helping us become a better University, and for leaders like Chaouki, Dorothy Anderson, Dr. Roth, Cheo, Dr. Willman, Dr. White, and Kim Kloppel. Kindest Regards, Cherie Knight*
- *I am a staff member at UNM-Valencia. I would love to see the 2 schools districts in our county, and the charter school, to align breaks, but they don't. Results are a higher absentee rate for students with you children during the breaks that do not align.*
- *I am also a student and spring break is difficult when my kids have a different week off*
- *I am an "empty-nester," and I do know how difficult it can be to find child care if you have to work.*
- *I am in favor of aligning the spring breaks even though this does not apply to my situation (I do not receive spring break as a paid time off as an HSC CDD employee)*

- *I answered no to children only because mine are grown, but when they were young it would have been really great if spring break was aligned with APS. You often have to take time off to watch your kids and with spring break being a little bit slower it helps to get time off at that time.*
- *I believe aligning the APD and UNM break periods would be great!*
- *I believe aligning UNM spring break with APS spring break will help a large number of staff and faculty maintain a better work life balance. Plus I think having the spring breaks at separate times creates a longer time period where faculty and staff are out of the office. Many UNM employees like to take time off when students are off because it is a time to get a break without missing too much work. Other employees take time off when APS is off because that is the natural time to take a family vacation or because they don't have other daycare options for their children when they are out of school. If you align the spring breaks, the campus would see lower productivity from employees over a shorter span of time.*
- *I believe as a supervisor with no children, it is good to align APS and UNM spring break schedules to accommodate employees and shows that UNM is working to help UNM staff employees.*
- *I believe if they were at the same it would relive a lot of stress on parents. Less stress better workers.*
- *I believe it puts a lot of stress on families when they have to juggle their vacations because APS and UNM do not align their Spring Breaks.*
- *I believe this would help financially, work place morale, and family live. Thank you for the consideration.*
- *I do not currently have children at home. Although, I do have school aged grandchildren that I do assist with looking after during breaks.*
- *I do not have children at APS, but given that APS is one of the largest employers in the city many staff/faculty at UNM have significant others and other family members at APS. Being able to coordinate this time with my SO would be very beneficial.*
- *I do not have children in APS, however my spouse is a teacher in APS and I would love to have my spring break aligned with theirs.*
- *I do not have children, but this would be a huge benefit to myself if I did and those parent who do, deserve to have this aligned to help them. We are a great community and should support each other.*
- *I don't have children myself, but I work with many who do. It is very inconvenient when the spring breaks do not align as staff need time off during class meeting times..*
- *I don't have children, but many of my colleagues do and this just seems to me to be a no brainer on behalf of the two organizations!*
- *I don't see anything negative about APS and UNM having the same spring break. If anything, it is beneficial for people with children to have that time off with their offspring. If UNM can in any way support that, then I see no downside to having spring break at the same time.*
- *I feel a bit mixed about spring break alignment. I see that it would help a good number of people, but probably primarily faculty (and perhaps students, too?). As a staff member, I do not have time off for Spring Break anyway. Regardless of where spring break falls, I usually end up finding a spring break camp for my school-age child anyway, since I still have to work either way. If it helps others, I'm all for it, but for me personally it isn't as important to align the breaks.*
- *I feel that aligning the schools breaks together will really help out our communities greatly!*
- *I find my personnel with school age children struggle every year with the opposing schedules.*
- *I had children that were attending APS last year and the before last. Our family had two very ill grandparents out of state. It made coordinating trips difficult for my kids to say their last goodbyes because UNM was on a different schedule than APS.*
- *I have 4 kiddos and having camps during this time would help. I usually have to take annual leave to stay with kids*
- *I have always thought that it would be so much easier for my fellow coworkers to have the opportunity to spend spring break with their children. It also makes it easier for students that have children to find day care when they are in school*
- *I have been a single parent with four children and think that it is very important to have same dates off. Not only for the timing of it but the cost that may occur due to non-aligned breaks.*

- *I have grandchildren that this affects.*
- *I have Grandchildren, which are affected by our dates.*
- *I have my colleagues that have kids, I usually see them struggle finding someone to take care of the kids or even be absent at work because they have to take care of their kids.*
- *I have never been impressed with RAD camp. It has always appeared to be a way of low cost warehousing of kids.*
- *I have never understood why APS and UNM cannot have the breaks coincide.*
- *I have one adult child, but have 5 grandchildren in APS. I strongly agree with the same spring breaks for APS and UNM.*
- *I have one child in APS and one at UNM and one at CNM. Although CNM runs differently, it would be great to have UNM and APS aligned. Thank you.*
- *I have staff who need to make sure their children are cared for and when UNM and APS do not keep the break the same then staff have to request time off for the APS break and it leaves us short-handed.*
- *I have twins that just started kindergarten this fall. I would love for UNM and APS to have calendars that sync so that I am able to take time off when they are not in school.*
- *I honestly don't care*
- *I like the idea of having aligning the spring breaks. My work load decreases during spring break so my supervisor is more willing to sign off on annual leave requests during our down time. Lastly, during APS spring break, several museums and kid friendly services offer discounts and special promotions. This helps financially since I may not normally take my kids on local special outings during the week.*
- *I like the idea of the same spring break, but for me I'm in the Gallup McKinley County School District*
- *it makes it a lot easier for parents to take care of their children.*
- *I never get to take my kid anywhere fun. Also, I am part time student.*
- *I no longer have children in school, but when I did, it was always important to me that the spring and holiday breaks coincided with the University's, because both my husband and I were professors at the University. It was difficult to have quality family time/vacations when the breaks did not coincide. It was also difficult and expensive to find "child" care for brief periods such as breaks.*
- *I raised my two kids since working here for 15 years... I remember how much easier it would have been for APS and UNM to align*
- *I really appreciate the support for staff with children! A spring break camp is a great idea!!*
- *I remember when my children being in APS and having this same issue. Please consider to help these parents out. It's really a hardship for the parents to look for alternatives. Thank you.*
- *I strongly urge that UNM does not align their spring break with APS. If anything APS should align their spring break with UNM. I know for a fact that ASUNM will not support moving spring break to align with APS. The construction of the Johnson Center facility starts in spring of 2018 and resources will be minimal. At this time Recreational Services can provide a quality camp on the summer. However the main focus during the Spring and Fall semesters should be students and facilities for them to have recreation. I know it is difficult for parents and finding children's camps when they have spring break but I found a way. We have a childcare center on campus so why can't they operate a program?*
- *I support unreservedly bringing UNM and APS Spring Breaks into alignment. Thank you for your time working on this issue.*
- *I supported this the first time around and it's unfortunate that it was discontinued. I understand it's because of the APS exam schedule. Good luck. I hope you succeed for the parents because it would be fantastic for them to be able to have the time with their children.*
- *I supports aligning spring break unless it causes spring break to fall very near the end of the semester. Normally, APS sets spring break based on when Easter occurs. If Easter occurs late, we could be faced with a spring break that happens only a week or so before the end of the semester.*
- *I think anything you can do to make it possible for families to be together and not stressed about finding child care when they are working and the kids are out of school*



- *I think it could be very helpful for the Spring Breaks to coincide for many parents of APS students who are both Faculty and Staff at UNM. I don't have children, so this decision would not affect me personally, but it would be helpful if Faculty or Staff did not feel compelled to bring their children to UNM for any lack of ability to get childcare during the APS Spring Break. The workplace is not the most appropriate place to host children, and can cause stress on the children, parents, and staff. So if the simultaneous timing of the Breaks would help out many people campus-wide, and if it is possible to organize the Breaks to occur at the same time, I would fully support such a decision.*
- *I think it is always great to encourage the same spring break as the k-12 schools and university. I don't necessarily see a downside to it, and if it benefits some employees then that is great.*
- *I think it is helpful for parents; was not an issue for me when my children were younger; but a perk for some staff when no pay raises in recent years, this helps reduce their need to hire babysitters if they cannot vacation with their children*
- *I think it would be excellent to get these aligned again.*
- *I think it's really only important for people who might not have to go to work during UNM Spring Break. Otherwise, UNM staff still have to take leave in order to be home with their kids who are on spring break. If you typically work during UNM Spring Break I don't know what the difference is whether you take a week off during spring break or at a different time of year. Everyone has a right to take vacation and use their leave and that isn't contingent on the UNM students being on break. I feel like this is more about benefiting the faculty, who probably can be "off" without any need to use leave.*
- *I think spring break impacts a lot of families*
- *I think that in this era of doing more with less, and not paying raises for many years, the least the University can do is align Spring Break. It is a free option and makes a huge difference for families. Please do it.*
- *I think that would work well for staff with children.*
- *I think this will be difficult to arrange due to the APS start dates and UNM midterm calendar. However, it is a good idea that supports younger UNM employees as well as Nontraditional students with Kids in APS.*
- *I thought this was approved 10 or so years ago?*
- *I understand that majority of employees are local, but what about other surrounding districts? We cannot accommodate everyone, so I guess APS is the chosen one.*
- *I was very disappointed with APS for changing its spring break. Previous to the change, I would take this time off with my child to enjoy NM ski areas. Now spring break is after everything has closed.*
- *I work at the Children's Campus and I see that our parents who have older children in APS struggle to find care, as do our staff members. As two of the largest institutions in the city, APS and UNM should be working together to support the needs of staff and faculty parents. Thank you!*
- *I would be interested in the spring camp ONLY IF UNM were on spring break at a different time. Additionally, most UNM camps are \$150/week, but only for either morning (abbreviated) OR afternoon (again, abbreviated) camps. None of the camps allow a staff member to get in a full day of work (camp is 3 hours in the morning, 3 hours in the afternoon), and you need to get kids at lunchtime and take them away for an hour before the afternoon camp begins. This is the same in the summer.*
- *I would be more interested in UNM childcare if it were more affordable and available. There is always a waitlist. I currently pay \$80 for services from 7:30AM to 6PM.*
- *I'm also a student and it makes it hard having different Spring Breaks.*
- *I'm not sure either way because I hear that some parents want the break from their kids while on break, others find it difficult to find care for their children while on break, so I am in support of whatever makes parents lives easier!*
- *If breaks were aligned, I think this would help staff and faculty with children, so they will not have to worry about child care, or taking time off because of the lack of child care.*
- *If for no other reason, Spring Break should be aligned between UNM and APS, so that parent-students could either be at home with their children or travel together during Spring Break without having to take their kids out of school.*
- *If it is not possible to 'align' the spring break vacations with APS, please re-iterate to all those 'in authority' (i.e., UNM President, faculty teaching courses) that in an effort to best support the community of Albuquerque, please be*

- aware - and plan for - your students or subordinates to request 'time off' during their children's spring break vacation.*
- *If possible, this initiative is a great way to acknowledge the impact our break schedule has on staff and faculty across the university. Although our spring break is not a University holiday, by aligning our break schedules it will be much easier for staff to take time off for child care. Thank you Staff Council for championing this effort!*
  - *If UNM changes dates to match APS the branches will be affected negatively.*
  - *If we are able to align the APS and UNM Spring Breaks, UNM should consider closing the campus as they do for Winter Break.*
  - *If you added a summer camp during spring break, could we utilize our tuition remission for the cost?*
  - *In a city of this size where there is significant overlap in terms of staff, educational projects it does not make sense for the public school system and the university not to align their schedules. It cause unnecessary conflicts for educators and families alike.*
  - *In addition to being a staff member, I am also a part-time instructor with UNM. I cannot take time off when I am teaching classes. My wife works for APS. So, even without having children, aligning our spring breaks would allow me to more easily take time off that matches hers.*
  - *In the past there were ~ 2-3 years that the two breaks aligned and it seemed beneficial for staffing in our organization*
  - *In the past we had some breaks aligned with APS. It was heaven. Sorry it went to the wayside... wonderful if we could have it back*
  - *It is absolutely stupid that these are not scheduled at the same time!*
  - *It is actually my grandchildren.*
  - *It is extremely important for family vacations and time together.*
  - *It is extremely important to me, especially when the children are attending two different colleges*
  - *It is important for those parents who have trouble finding daycare/ someone to watch their kids while APS in on spring break. It was difficult for me when my kids were with APS to find someone to watch them for 1 week. This would be a great benefit for those who have kids in APS*
  - *it is important to have the scheduled aligned because the cost of day care is expensive. Who will look after these kids, especially pre, elementary and middle school aged kids?*
  - *It is just silly that the breaks are not aligned and seems to be a big hassle for parents who work at UNM. Why not schedule them at the same time? I know people in our office often have to take leave for their children's breaks, which disrupts the functioning of the department. This is also an issue for students who are parents. It would simplify things for everyone.*
  - *It is most important for the UNM students that have children.*
  - *It is VERY difficult & expensive to find child care for just one week when breaks don't align*
  - *It is very unfair to faculty not to align breaks - for us staff it doesn't make a big difference but it would be good to help faculty rather than make life even harder for them.*
  - *It makes life extremely impossible to plan and arrange childcare and vacations when there are two different spring breaks.*
  - *It seems unfair to make APS move all the time and it is very difficult to move spring break for UNM, as it is based on the full semester. I don't know how feasible it is to align tem and still be able to meet the institutional needs of both APS and UNM*
  - *It was an unbelievable benefit when the spring breaks used to be aligned.*
  - *It will be better if the spring break for UNM match with APS works much better.*
  - *It would also be nice and much appreciated, since we are the lowest paid employer and never get raises, to have a summer break (like winter break) of a week to enjoy our families/ kids. Work/ life balance is important and has been found to increase productivity, including work productivity.*
  - *It would be awesome to share time off together with our children and community*
  - *It would be extremely beneficial*
  - *It would be extremely helpful to have them align. PLEASE DO IT!!!!!!*

- *It would be great if other branch campuses would select their own spring break which may align within their public school districts.*
- *It would be great if RAD Camp would be for all school age children, and not just 8 and above.*
- *It would be nice for staff to have the ability to have time off when their kids do, not only for child care purposes, but also for family/ work life balance*
- *It would be nice for UNM and APS breaks to align, but people who have children generally have childcare. My take is that if you have childcare, you have options. My children are now grown, but I was always able to make my childcare work, no matter whether it was break or not.*
- *It would be nice if the spring breaks aligned, but both APS and UNM need to do what's best for those they serve. I get the convenience of UNM staff members with kids wanting the same spring break, but our mission work wise is to do what's best for the UNM students. That's why we have jobs...*
- *It would be nice to have the dates for APS and UNM spring break to know more if I agree or disagree with them begin aligned.*
- *It would be very useful if I could have Spring Break at the same time as my children. I may not take the whole week off, but I would like to have the option. Otherwise I'm tied down in registration mayhem. Also, it would be great if we had it off like CNM does!*
- *it would only be beneficial to me, if the branch school align w/ their own local school. Not just main campus.*
- *It would work out perfect for me to be with my child during spring break due to her being alone and I being at work.*
- *It's easier for parents to take care of children if UNM spring break is at the same time as APS.*
- *It's important for parents to have time with their children and it makes sense for the break at APS and UNM to align*
- *It's so expensive to find child care for the week. It was \*really\* difficult when I was a student to have separate spring breaks. While child-free folks get to take a vacation whenever it's convenient for them, we can really only take time away when our kids are out. While I was a student and had classes during their spring break week, all hope for any time off was gone.*
- *It's very important for our staff and faculty to be able to have the same spring break as APS but even more so for your students because they have to miss classes due to lack of child care.*
- *Many of our undergraduate and graduate students benefit from working for educational camps during spring break. They lose that valuable experience when breaks do not align.*
- *Most of the private schools also align their breaks with APS and though my child is grown, I would like to be off with my granddaughter .*
- *Most parents need Spring Break to take care of their children.*
- *My children are grown, but based on my experience when they were younger this is a really important issue for families.*
- *My children are now in college and I don't work for an academic area but I would imagine this would be helpful for many parents.*
- *My children are old enough to stay by themselves, however, I know that many faculty and staff have children and this provides a hardship for them. It would be more cost effective and productive to alleviate one worry for the employees.*
- *My children go to an APS charter so it does not align with APS public schools. Something to think about moving forward is to look at additional dates to meet needs of all staff families if possible.*
- *My children went to APS and yes it was a struggle to coordinate and find care during the APS spring break. I think it is a wonderful idea to align them.*
- *My daughter is an adult and this doesn't apply to me; however, if this benefits the general population, count me in.*
- *My husband is frequently the go-to person for childcare needs, but it would be nice to share the responsibility more. He is now UNM Faculty, so we both could have problems in the future.*
- *My kids are grown now, but it sure would have been nice back in the day. How many decades have we been talking about this?*

- *My kids are now out of school and in college but I know how difficult it is to arrange childcare during breaks. I was always so stressed trying to coordinate my childcare and time off of work so I feel it is very important to try to get our schedules lined up . Thank you!*
- *My kids attend parochial school so it doesn't apply to me*
- *my kids enjoy the UNM kids camps that are offered. I would recommend a small discount for additional children after first child is enrolled in camp*
- *My partner is a teacher for APS and she has expressed her concerns for her students that have older brothers and sisters at UNM that are responsible for their care and the spring breaks not being simultaneous is a barrier to care.*
- *My position is unaffected by this change but I feel like those who have children at APS and the children's campus, or are students themselves would benefit*
- *my son is now out of HS YET it truly helped me when he was in the early years. Yet it sure helps for scheduling vacations. APS tends to have their break by Easter which at times is toward the end of the year...*
- *My sons are now over 18 - but they were not when I started at UNM 20 years ago!*
- *My spouse is a teacher with APS and it would be great to have our breaks aligned as well!!*
- *My spouse works at APS and one or the other has to take leave when we want to do anything together during that time.*
- *My wife is an APS teacher so she has always been able to care for our children during APS spring break. I'm not sure what other UNM employees do with their kids during spring break.*
- *Not having APS and UNM spring breaks align is especially difficult and costly for single parents.*
- *Not only do UNM employees have children that attend APS but they also have spouses and partners who work for APS.*
- *Not only for staff, but for students who have children in school at APS.*
- *Not only is this important to staff, but to students who have children in the APS system.*
- *Our culture is not very supportive of families with children. Anything we can do to make life easier for parents has my support. Why not?*
- *Parents can take time off specifically to spend with their children.*
- *Please change UNM's Spring Break to the same week as APS. Too many staff members take the week of APS spring break off anyways and it makes sense to have them both the same week. Please.*
- *Please consider offering large discounts on UNM spring break and summer camps for UNM staff and faculty. Even better, allow tuition remission.*
- *Please keep spring break in March.*
- *Please please please align them!*
- *Please remember that many of us commute from Rio Rancho and aligning spring break is important to those schools as well.*
- *RRPS spring break should also be aligned*
- *So many people work at UNM who have children that are in APS schools. By aligning both spring breaks it will help our faculty staff and even students better prepare for this break that continues to be a challenge. This would make parents and students lives much easier. I hope you all make the right decision.*
- *Some staff will have to take annual leave to take care of their children during the APS break. This can cause issues when a department has several individuals on AL at the same time, and hardships on parents who are denied AL during the break.*
- *Staff Council worked with APS many years ago to get the spring breaks in alignment; only to have APS back out after a few years. If this is pursued again, I hope APS will stick with the agreement.*
- *Staff doesn't have Spring break off - so it doesn't matter too much. But if you were to offer a camp during that time, that would be super.*
- *Staff don't actually get a Spring Break. If we want time off then, we have to take annual leave. I think this question should be posed to students. Students who are parents are probably the most affected by the alignment of Spring Break.*

- *Supporting non-traditional students with children and UNM/HSC employees with children demonstrates the universities understands the challenges of those we serve.*
- *Taking care of grand kids under 12 yrs.*
- *Thank you for asking about this issue!*
- *Thank you for doing this survey. One thing is I don't understand how this helps staff. We do not get a spring break. I support aligning them but I will still have to take time off, correct? Also, keep in mind that many of us have kids at private or charter schools and they tend to follow the APS calendar.*
- *Thank you for the initiative and we greatly hope that a lot of people will endorse it*
- *Thank you for working to align the spring break periods and making life for working families at UNM more quality.*
- *thank you, this will help many.*
- *Thanks for asking!*
- *Thanks!*
- *that's it?? How about a survey to check on our morale?*
- *The alignment of APS & UNM spring breaks has occurred in the past, so there is precedent!*
- *The alignment of our Spring Breaks would be such a big deal for our family. Thank you.*
- *The alignment was in place years ago as I was on that committee headed by the DOS office. Time for it to be aligned once again for many reasons!*
- *The APS & UNM breaks taking place at the same time would also benefit UNM employees that are grandparents, aunts/uncles, anyone involved with young family members*
- *The breaks not coinciding also affects our students with children. I don't have children but know that it is a great burden for parents to find childcare during the APS spring break.*
- *the burden of spring break not being aligned cannot be overstated. Given the size of our city and the size of the UNM (and CNM) workforce, APS should be much more considerate!*
- *the camps at UNM are too expensive*
- *The combine breaks will HELP our family with plans and medical appointments. It will SAVE the family money on day care.*
- *The different spring break weeks also negatively impact students with Concurrent enrollment.*
- *The interest in the camp also depends on whether the breaks align (then less likely because I can spend the time with my son) or if they don't (then somewhat likely, depending on the hours of the day they cover - all day? etc.)*
- *The next most important thing is to get a decent raise for staff who have LOST income in real terms since 2008 or so! Enough is enough, we are hardworking employees that deserve to be able to at least keep up with rising costs on everything!*
- *The quality of life is improved if the family spends more time together. It is important these days to encourage that option.*
- *The University should align breaks and other holidays, when appropriate with community schools and agency. This is representative of our mission and vision in supporting excellence*
- *There are many employees in the Rio Rancho school district that this would exclude.*
- *There are many options for Spring Break camps through UNM departments like Continuing Education that are available to families. Those camps could be adapted to happen on main campus, or at times that people want based on this survey.*
- *this alignment is long over due*
- *This either should happen or not. If not, it seems like a lot of Staff Council effort is placed on this every year, perhaps in a futile effort. There are plenty of other issues that could be address with that time and effort.*
- *This has been a long time issue. Please, support same spring break dates. Thank you.*
- *This is a very good initiative for working parents in campus.*
- *This is so important to me and it has been a challenge for so many years.*
- *This is so, so, so important to making UNM family friendly. Please consider this change. Otherwise, I need to pay for spring break camp, which is extremely expensive, and I miss out on a week off with my young child.*

- *This issue was always challenging while my children were public school age - thank you for working on it.*
- *This may assist to curtail crime during Spring Break by leaving children of all ages unattended.*
- *This seems like a "no-brainer". Not sure why you need a survey to confirm that it's a good idea.*
- *This should have been done years ago when I had small children and it had been discussed in the past, but nothing came of it. Not have APS and UNM schedules align creates tremendous hardship for families. Also, UNM needs to follow the APS schedule regarding snow days as well as when APS has a 2 hour weather delay.*
- *This should not be difficult.*
- *This should not impact the APS testing of school age children in order to align the breaks.*
- *This small step would go a long way in supporting work life balance at UNM.*
- *This would also help if we were able to predesignate flex hours and flex time management. Most of us have children and w/ that we should have opportunities to have flex time to make up hours or to take time off, thus to save leave.*
- *This would make a positive difference in your employees life. You should do it.*
- *This would make childcare much easier and less expensive for the parents. Plus we would have more time with our children*
- *Though I have children over 18 I fully understand the needs of parents, particularly single parents, when these complex and/ or costly scheduling issues arise.*
- *To my knowledge staff on the HSC side do not get a spring break so while this might help some it overlooks many others.*
- *UNM Children's campus for early care & education is too expensive, even with the discount we receive as staff.*
- *UNM employees (staff) should be able to have off 1 week in spring to accommodate religious holidays and family time. Also Staff employees should be able to take summer leave (2 weeks or longer off) optional unpaid leave to spend time with their families, especially if they have met all work demands & deadlines.)*
- *UNM staff who are parents of primary school age kids are not all fiscally able to hire babysitters. It is also nice for families to be able to take holidays together.*
- *Vacation time for children including breaks and summer were the most stressful for me when my children were school age - anything to help that situation helps us all!*
- *Very difficult to align APS and UNM schedules because of how the semesters are laid out.*
- *We host activities for children at UNM during summer and spring break. It is extremely difficult if the dates do not align.*
- *we live out of APS district as many UNM employees do so aligning APS and UNM doesn't help my situation*
- *We need to think of our non-traditional students and how this affects their ability to attend classes when their children are off school.*
- *What are the chances that surrounding areas also get included in this change? Moriarty School district? Thank you*
- *What might be a better solution would be to allow us to bring our children to campus for that week. This way employees can still work and the children get the benefit of seeing their parent(s) in their work environment (obviously where it would be safe to do so).*
- *When APS schools are in session and choose to bring a large group of students over to UNM to visit and tour various departments, it is difficult to do so when UNM is on Spring Break as there are few (if any at all) students and faculty to be available to talk about research projects and show them around. These types of visit requests are increasing over the years because of their effectiveness in terms of outreach. This would be my reason why I would want both APS and UNM Spring Breaks to be more aligned.*
- *When I originally began with UNM I was informed that we always followed the APS calendar in regards to days off such as spring break. This has been less and less true as the years progressed. As a staff/ student with a spouse that teaches in APS, I would love to see the dates align. Actually, as staff, I feel we should also have that week off so that it is not a hardship to parents and gives all of us a needed break to refocus before the insanities of registration and an otherwise difficult/ stressful time of the year.*
- *When my children were young, the alignment would have been very helpful.*

- *When my son was in school, I wished campus and public schools would have the same breaks to avoid having to take annual leave or pay for a sitter while my son was off from school. I think it would be a huge benefit to both parents and UNM.*
- *Where is your primary appointment? ...Law School or North Campus was not an option so I selected Main Campus.*
- *Why couldn't the camps at UNM be a bit more reasonable?*
- *Why not do this considering for its number of staff members there is no staff/faculty child care. so do the right thing.*
- *Why were there no neutral choices on the survey? Also, what about people who have kids at RRPS, Los Lunas, Belen, etc.? Those Spring Breaks are different.*
- *With all the charter schools and private schools in ABQ, I'm not sure how many kids are all on the same spring break schedule anymore. Also, in my position, having UNM and APS's spring breaks wouldn't matter because it still occurs in the middle of budget season.*
- *With inflation and increasing cost of living in addition to some UNM salaries not being as competitive as other employers in the job market, alignment of school schedules can be a tremendous benefit for families. Likewise, misalignment of leave schedules can be a tremendous cost to a family due to the scheduling of and paying for child care.*
- *With morale being so low, I think it would help to make that change.*
- *Your survey did not mention that because UNM is still in session, i.e. no facility space in Johnson Center, the camp would be radically different from a typical summer RAD Camp session. All session, other than limited pool time, would be outside. In the event of inclement weather, there really is no backup plan other than to shelter the children in the upper level bleachers in the Main Arena of Johnson Center. There are no classrooms available so that also prohibits a few typical activities. I just think that when gauging interest, people should know the product is RAD Camp Lite!*

### Comments from Staff Who Oppose Alignment

- *I believe it will be difficult due to the fact that UNM starts after APS schools back in session for winter and UNM ends its spring semester before APS is out for summer break.*
- *As staff, we don't get spring break off here at UNM anyway. This is not really a staff issue but a faculty issue in my opinion. Since staff don't get that week off, it doesn't matter to me when I take time off for spring break if necessary. I also think from the APS perspective it makes it much harder to align their schedule with UNM and puts a lot of stress on the kids during their peak testing time for PARCC. It's too hard to start testing and then stop and start again. Scores suffer, students suffer and the teachers ultimately suffer.*
- *Didn't this already happen once, worked for years to align the breaks and then it lasted a year or two and they got scheduled differently again.*
- *Does this alignment include other counties that UNM serves. I feel that the university should work with all of them not just APS.*
- *How is this different than employees having to take annual leave already?*
- *I appreciate the SC focusing on alignment of schedules, however please keep in mind that the UNM calendar is used at all UNM sites, including the four branches. Alignment with APS will result in an adjustment for branch campuses, yet it will still leave our needs unaddressed. In the past branches created their own calendars, but this created too much confusion for students as they would access inconsistent information (calendar on portal would differ from branch calendar, students enrolled in branch lower division and main upper division simultaneously, etc.).*
- *I believe it may be better for APS to align to UNM than the other way around. It is best for UNM to align with other universities as business purposes require this. APS should look to UNM rather than the other way around.*
- *I like that it is separate because my Dept. Chair and I try to stagger our time off: she takes off UNM's spring break and then I take off APS spring break. Same with staff: some take courses and want to take off that week while others want to take off APS' week. Maybe if UNM closed for the week and aligned with APS that would be a huge win for everyone!*

- *I live in Edgewood and we are on the Moriarty-Edgewood school year. APS is not the only school district in the UNM Staff area in case you were not aware of that. There is Belen, Los Lunas, Bernalillo, Rio Rancho, Moriarty-Edgewood AND APS.*
- *I prefer to have spring break at the beginning to middle of March rather than with APS. Much of my vacation destination preferences and events occur in the beginning of March and I would like to maximize my time off rather than be concerned with APS and children's schedules.*
- *I understand the strain on staff who have children, but Spring Break is for UNM students (not employees) and cutting the semester in half for them makes the most sense. APS does what is best for their students, and parents all over the city have to make it work with their employers. Nobody has talked to the UNM students to see how they feel about this. If they think this is a good idea and benefits them as well, then do it. They are the reason we are here and employed and we should be doing what is best for them.*
- *I would only support the alignment if APS Spring Break can be scheduled at the half (8-week mark) of a 16-week UNM Spring Semester.*
- *If UNM is going to align breaks with the local school districts, the same should be considered for Branch campuses. However, in reality, the colleges and university should be doing what's best for college/ university students.*
- *It is irrelevant to Branch employee's as we work with different school districts than APS.*
- *It is nice to rely on the consistency of UNM's Spring Break always happening 8 weeks into the semester. APS constantly changes theirs to the extreme of one year happening the 2nd to last week in April, which would be 2 weeks before UNM finals. If anything, APS should consider following UNM's pattern of hosting spring break directly in the middle of the term. In addition, having a constantly fluctuating Spring Break will make planning for things like mid-terms and projects much more difficult.*
- *It's one thing to follow their snow schedule, but we shouldn't be held to their school schedule, too. If or when UNM would need to make a change or alteration in its schedule, then what?*
- *My children were on opposite spring break schedules and I managed to get by....I feel the UNM students deserve to have spring break to themselves and not share space with a younger crowd at movies, shopping malls, vacation sites in or near the Albuquerque Area/New Mexico area.*
- *Seems like we did this once then APS changed their dates again so how do we ensure this doesn't happen again.*
- *Spring Break is for students, not staff. They need a break after mid-terms and moving Spring Break back to meet the needs of APS parents who happen to be staff will have adverse effects on our student population. Besides, it's not like we get the week off; you can take your annual leave whenever you'd like.*
- *Spring Break is for UNM students, not staff and faculty.*
- *Spring Break is for UNM students; NOT staff. We can take our annual leave whenever we'd like. Spring Break is all about having a reprieve from work midway through the semester. Stop being so selfish.*
- *Staff doesn't have Spring Break off anyway; why does it matter?*
- *survey is directed just at main campus when I'm at the branch location. Gallup McKinley County schools also have a different spring break schedule than UNM Gallup so it is also does not work out for our branch students. UNM needs to consider the branch campuses!*
- *thank you for allowing us to be involved, that is very important*
- *There was no option for neutral standing. It doesn't matter if they align.*
- *This survey makes the underlying assumption that UNM APS should align. My children are in RRPS's schedule which operates on a different schedule.*
- *UNM is a workplace and not a daycare. Having children run around offices while their school on break is disruptive to the work environment and should not happen.*
- *UNM spring break as it stands conveniently divides the semester into two 8-week halves. It SHOULD NOT be altered.*
- *UNM's budgetary constraints have adversely effected UNM staff's ability to have meaningful raises for nearly a decade now. Long-term employees are in essence penalized and placed into situations of financial instability and hardship for their loyalty to their jobs and departments. It is time for Staff Council to strongly lobby and advocate for the use of employee tuition remission funds for children's programs, both during the summer on campus and at*



*UNM Continuing Ed, as well as any spring break offerings. Additionally, tuition remission needs to also be made available to supplement the tuition at UNM's early childhood education center.*

- *We bend over backwards for people with children and they run everything on this campus. We constantly have to make up for a person's choice to procreate. How about benefits for people on this campus who work like crazy rather than the 8 to 5'ers who aren't expected to work more because they have a family.*