



## **Housing & Residence Life**

### **Live-in Professional Staff Pet Policy**

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**University of North Carolina at Greensboro  
Housing & Residence Life  
Live-in Professional Staff Pet Policy Proposal**

**Introduction**

In recognition of a growing national trend that allows professional live-in staff to keep pets and in response to the desires of current University of North Carolina at Greensboro Housing & Residence Life live-in staff who wish to own pets, this proposal has been created to facilitate the implementation of a “Live-in Professional Staff Pet Policy.” Included in this proposal is background information on the benefits of pet ownership, information on current national and University of North Carolina policies, information on common “pet ownership concerns,” as well a draft of the proposed restrictions and guidelines for pet ownership and drafts of the forms that would be utilized when a staff member wishes to begin the pet ownership approval process.

**Rationale**

*Quality of Life*

According to studies compiled by the Center for Disease Control, individuals who live in households with pets experience a number of health benefits including, but not limited to: decreased blood pressure, decreased cholesterol levels, decreased triglyceride levels, as well as a decrease in “feelings of loneliness.” In addition, individuals who own pets can experience increased opportunities for exercise and outdoor activities as well as more opportunities for socialization (Center for Disease Control and Prevention, 2010).

The live-in professional role is typically regarded as a “high stress” job. Staff members are often asked to respond to crisis situations on campus, especially while “on call.” In a study that examined the correlation between stress level and interaction with pets, participants reported decreased levels of stress – even when objective observations of those individuals’ stress levels remained consistent. Essentially, even though there was no discernable decrease in the stressful nature of the individuals’ lives, they still felt better when interacting with animals (Kraus, 2009).

*Approachability*

An important aspect of the live-in professional job is the ability of the staff member to interact and connect with UNCG students and residents. Ideally, students should feel comfortable to approach a CRL or RCC when they are in crisis or need assistance. According to the 2011-2012 American Pet Products Association National Pet Owners Survey, 62% of United States households own at least one pet. This equates to over 72.9 million homes (American Pet Products Association, 2011). With a percentage this high, it is likely that many UNCG residential students come from homes with pets. Having an opportunity to interact with animals in their on-campus residential living situation may assist in creating a “home away from home” environment for many students.

*Recruitment and Retention of Professional Staff*

Recently, an article has appeared on Reslife.net addressing the growing trend of Housing and Residence Life offices reexamining their pet policies. As outlined in this article, professional live-in positions can attract candidates from around the nation (Wallace, 2011). As UNCG’s CRL and RCC positions require at least a Master’s degree, UNCG also has the potential to attract candidates who have had significant

experience in Residence Life and tend to be older than entry level professionals who do not possess a graduate degree. Instituting a pro-pet policy at UNCG could potentially assist in making UNCG more competitive against other institutions which offer similar benefits, but have existing pet policies. Candidates with companion animals would likely be more likely to apply. In addition, during the ACUHO-I webinar “Great Housing Programs” which was hosted on January 12th, reference was made to departments recognizing and treating staff members as adults with adult accommodations. Within the list of amenities provided to live-in staff members, the allowance of pets was cited as an increasing expectation among live-in professionals.

## **Pet Policy Trends**

### *National Trends*

The 2012 Live-in/on Professional Report, reported that 283 of the 599 institutions that participated allow live-in professional staff to have some other type of animal (i.e. cat, dog, bird, or “small caged animal”) in addition to fish. Those institutions include but are not limited to: Carnegie Mellon, Emory, Florida State, Furman, George Mason, Georgia Southern, LSU, Mississippi State, Northern Kentucky, Notre Dame, Oregon State, Radford, U. of Alabama Huntsville, U. of Central Arkansas, U. of Cincinnati, U. of Colorado Boulder, U. of Florida, U. of Illinois, U. of Iowa, U. of Miami, U. of Mississippi, U. of Missouri (Rolla and Columbia), U. of Texas, VA Tech, Valdosta State, West Virginia U. (Horowitz, 2012).

### *University of North Carolina System Trends*

Of the sixteen institutions in the University of North Carolina system, 3 institutions have pet policies that extend beyond ownership of fish. Both East Carolina University and UNC-Charlotte allow live-in professional staff to own dogs, cats, and fish. Western Carolina University allows live-in professionals to own cats as well as fish. In addition other North Carolina schools that have extended pet policies include Duke, Elon, Guilford, and Wingate (Horowitz, 2011).

## **Possible Pet Ownership Concerns - Cats**

There are a few concerns with cat ownership. Specific concerns that have been expressed include: “spraying,” scratching, and cleanliness. While all of these could be potential issues, there are several preventative measures that could be taken to counteract any potential cat-owning issues.

### *Spraying*

There are many misconceptions about why cats “spray” or “house soil.” One of the most common causes of inappropriate urination is due to a cat having health issues. Inflammation of the cat’s urinary tract can cause the cat to associate urinating in its litter box with pain. This is known as FLUTD (Feline Lower Urinary Tract Disease). When successfully treated, issues with cats who urinate outside of a litter box are frequently resolved (Syufy, 2012).

In addition, while cats sometimes “spray” on vertical surfaces to mark territory, the prevalence of this behavior is drastically reduced once a cat is neutered or spayed. There is only a 10% chance that a neutered male cat will house soil and a 5% chance that a spayed female cat will house soil. In households with few cats (typically less than seven), this chance is reduced even further as the cat does not typically experience the same territorial issues that may occur when several cats are occupying the same location (American Association of Feline Practitioners, 2002).

### *Scratching*

Cats enjoy scratching. Even when provided with scratching posts, they will still sometimes choose to scratch furniture. Though potentially an issue, there are a variety of solutions to this potential problem. First, the cat can be de-clawed. The cat's instinct to scratch will still exist, but it will no longer be able to cause any damage. However, if improperly performed the de-clawing process can damage the cat's joints and cause loss-of-sensation in the cat's paws (Schelling, 2012b). Therefore, for individuals who are concerned about the risks of the de-clawing process there are products that can be purchased that dull a cat's ability to cause damage with its claws. "Soft Paws" is one such product; it covers the cat's nails with a soft, non-toxic cap which adheres to the cat's nails with adhesive (Schelling, 2012a). Both of these suggestions can be affordable options. A de-clawing process costs approximately \$100 to \$450, depending on the veterinary clinic utilized, and the "Soft Paws" kits cost approximately \$20 and come with enough nail caps to last four to six months.

### *Cleanliness*

Cat urine is known for having a pungent smell. This is primarily due to the fact that cat urine contains a high concentration of ammonia. Many inexpensive and common industrial cleaners include ammonia in their list of ingredients and when such products are utilized, the smell of cat urine lingers. By simply using products that contain no ammonia, and are specifically designed for cleaning households that contain cats, smell should be a non-issue (cat-urine.net, 2006).

## **Possible Pet Ownership Concerns – Dogs**

As dogs would frequently need to be outside of the staff member's apartment, allowing more interaction with UNCG students, there are potential issues that can occur in regards to keeping a dog in an on-campus apartment. Specifically, some of the concerns that have been mentioned include: noise, behavioral problems, and determining acceptable areas for a dog to be within the residential facility.

### *Noise & Behavioral Issues*

There are a number of reasons that dogs may bark excessively, including: as an alert or warning, as an attention-seeking behavior, when playing, as a way to express boredom, when lonely or anxious, or when startled. Proper training can put a stop to issues with barking and many disruptive behaviors a dog may demonstrate (Nash, 2012). There are several obedience training facilities in the Greensboro area. Group obedience/training classes are affordable options which also allow dogs to socialize with other animals. A quick Google search revealed that most classes cost between \$100 to \$200 dollars for a six-week program.

### *Acceptable Locations for Dogs to be in Residential Facilities*

As staff member apartments are located within the residential buildings and are not necessarily adjacent to exits, dogs would need to be lead through "common areas" when exiting the building. In respect to issues students may have with pet allergies or fear of animals, dogs would be kept out of student's private rooms/apartments and common spaces (such as public bathrooms).

There is a possibility that students may wish pets are be available for programs or for "play time." If the pet owner is amenable to such an activity, they could work with their direct supervisor in determining locations that are acceptable for the pet to be present. The pet owner is responsible for cleaning up the space, and if necessary, working with housekeeping to sanitize the space.

### **Pet Ownership Guidelines**

The following guidelines apply to full-time professionals living in UNCG on-campus facilities:

1. Staff members need to be financially and emotionally able to care for a pet and provide it with a safe and healthy living environment.
2. Pet ownership should not unreasonably interfere with a staff member's ability to perform their job or negatively impact the general day-to-day operations of any residential facilities.
3. Prior to acquiring a pet, the live-in staff member must complete the "Pet Ownership Contract" with their supervisor.
4. All requirements of pet ownership listed in the document must be met in order for the staff member to retain the ability to own a pet.
5. The Office of Housing & Residence Life reserves the right to revoke the ability for a staff member to have a pet at any time.
6. No more than one dog or one cat in an apartment. (Fish can be in addition).

### **Pet Ownership Restrictions**

The following types of pets are allowed in live-in professional staff on-campus apartments:

1. *Fish/Aquatic Species*
  - a. All types allowed.
  - b. No more than two tanks, not to exceed 50 gallons combined.
2. *Cats:*
  - a. No more than one cat allowed per apartment.
  - b. All domesticated types allowed.
  - c. Must be spayed/neutered at the appropriate age (approximately 6 months).
  - d. Must wear a collar/ID tag at all times or be micro-chipped.
  - e. All required immunizations must be up-to-date and a copy of this information, from a licensed veterinarian, must be kept on file with the Housing & Residence Life Office.
  - f. Must be either de-clawed or wear a scratch-preventative product (such as "Soft Paws").
3. *Dogs:*
  - a. No more than one dog per apartment.
  - b. The dog must never weigh more than 45lbs and stand taller than 20 inches at the shoulder.
  - c. Breeds would be limited to a pre-approved list and some breeds perceived to be of a more aggressive character such as Pit Bulls would not be permitted.
  - d. Must be spayed/neutered at the appropriate age (approximately 6 months or, if medically it is unsafe for the dog to be spayed/neutered at such a time, documentation from an accredited veterinarian is needed stating why the procedure cannot be performed and when the dog can be safely spayed/neutered).
  - e. Must be leash-trained (i.e. capable of walking on a leash). Domestically training the animal is highly recommended.
  - f. Must wear a collar/ID tag at all times or be micro-chipped.
  - g. The staff person must provide the dog with a crate in which the dog can be kept when necessary.
  - h. All required immunizations must be up-to-date and a copy of this information, from a licensed veterinarian, must be kept on file with the Housing & Residence Life Office.

## **Pet Ownership Policies and Expectations**

The following policies and expectations must be met by any full-time, professional, live-in, staff members who would like to keep pets:

1. All live-in professional staff members must have prior approval from their direct supervisor in order to keep a dog or cat in an on-campus apartment. Specific requirements regarding types of pets, including breeds and sizes of dogs are outlined in the “Prohibited Dog Breed List.”
2. All staff members must obtain and have proof of renter’s insurance and have it on file prior to the pet entering the residence hall. Renters insurance must have a minimum of \$300,000 bodily injury coverage including pet bite/scratches. The insurance policy must name UNCG as an additional insured. This documentation must be kept on file with the Housing & Residence Life Office.
3. All liability for the actions of a pet in direct contact with others (bites, scratches, etc.) is the responsibility of the owner, not Housing & Residence Life or UNCG.
4. All staff members must present documentation, from a licensed veterinarian, of all required immunizations for the pet prior to bring the pet into the residence hall. If a treatment plan is required (i.e. shots over an extended period of time), the staff member is responsible for collecting and submitting any necessary documentation to respective supervisor.
5. An apartment check and inventory, conducted by staff member’s respective supervisor once per quarter, will be completed in order to assess the condition of all University-owned property. Staff members will be given 24 hours notice. The check/inventory must be completed prior to bringing the dog or cat into the residence hall and will continue as long as the animal is in the apartment.
6. A non-refundable deposit of \$200 must be paid to the Housing & Residence Life Office prior to bringing the cat or dog to the residence hall. If damage has occurred, the \$200 will be put towards any repairs that are necessary. Pet owners are responsible for paying the cost of any additional repairs due to damage from pet ownership.
7. The apartments of staff members who own pets are expected to maintain the same level of cleanliness as apartments without pets. Strong pet odors are not permitted.
8. Dogs and cats are not allowed to disrupt the residential communities (for example: incessant barking/howling, etc). Pets that create a continued nuisance for the residents of the community, as determined by the Assistant Directors and supported by the Director of Housing & Residence Life, or their designee, may need to be removed.
9. When the pet owner is not at home, the pet must be crated. When traveling through a common area, the pet must be leashed. Pets are not permitted in private areas of the residential facilities (i.e. student rooms) or public bathrooms.
10. All pet-related waste (i.e. feces) must be securely wrapped in a plastic bag, tied, and disposed in an outside dumpster.

11. Flea and/or tick infestations must be reported immediately. The staff member is responsible for any costs associated with the removal process. If the infestation re-occurs, the Housing & Residence Life Office may decide that the pet needs to be removed from campus. Pet owners are responsible for providing ongoing flea and tick medication.
12. If the pet has escaped his or her confines and is not located within 2-hours, the staff member must inform his or her direct supervisor of the situation.
13. If inhumane treatment of an animal is suspected and/or reported, the staff member's direct supervisor will review the complaint. If it is decided that the animal was not properly cared for, the staff member is responsible for finding a new home for the pet and may forfeit the ability to possess a pet while residing on-campus.
14. When the pet owner leaves town, the pet owner may board the animal or allow another Residence Life professional staff member to check out an apartment key from Konnie to check on the pet. Pets may visit the staff member's apartment for up to 7 days, but must be crated when the staff member is not home. Pets visiting for more than 7 days must have a pet registration form on file.
15. If, for any reason, a pet must be removed from campus, the staff member is responsible for finding a new home for the pet within 7 days.
16. If, for any reason, a pet is removed from residence by choice, the staff member must notify his or her direct supervisor. If a new pet is desired, the staff member must file a new request to obtain the new animal.
17. Any violation of these policies will be reviewed by the Director of Housing & Residence Life or their designee. The staff member will be afforded all rights of due process and appeal.

## Appendix A: References

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- Wallace, W. M. (2011). Writing Pet Policies for Live-in Staff. *Reslife.net*. Retrieved January 23, 2012, from [http://www.reslife.net/html/administrative\\_0701b.html](http://www.reslife.net/html/administrative_0701b.html).



## **Appendix B: Pet Request Form**

The following are the policies and expectations that apply to all professional staff members who wish to keep a pet in-hall. Please review this document with your direct supervisor and sign at the bottom of the second page to acknowledge that you have read and understand all policies and expectations.

### **Pet Ownership Policies and Expectations**

The following policies and expectations must be met by any full-time, professional, live-in, staff members who would like to keep pets:

2. All live-in professional staff members must have prior approval from their direct supervisor in order to keep a dog or cat in an on-campus apartment. Specific requirements regarding types of pets, including breeds and sizes of dogs are outlined in the “Prohibited Dog Breed List.”
3. All staff members must obtain and have proof of renter’s insurance and have it on file prior to the pet entering the residence hall. Renters insurance must have a minimum of \$300,000 bodily injury coverage including pet bite/scratches. The insurance policy must name UNCG as an additional insured. This documentation must be kept on file with the Housing & Residence Life Office.
4. All liability for the actions of a pet in direct contact with others (bites, scratches, etc.) is the responsibility of the owner, not Housing & Residence Life or UNCG.
5. All staff members must present documentation, from a licensed veterinarian, of all required immunizations for the pet prior to bring the pet into the residence hall. If a treatment plan is required (i.e. shots over an extended period of time), the staff member is responsible for collecting and submitting any necessary documentation to respective supervisor.
6. An apartment check and inventory, conducted by staff member’s respective supervisor once per quarter, will be completed in order to assess the condition of all University-owned property. Staff members will be given 24 hours notice. The check/inventory must be completed prior to bringing the dog or cat into the residence hall and will continue as long as the animal is in the apartment.
7. A non-refundable deposit of \$200 must be paid to the Housing & Residence Life Office prior to bringing the cat or dog to the residence hall. If damage has occurred, the \$200 will be put towards any repairs that are necessary. Pet owners are responsible for paying the cost of any additional repairs due to damage from pet ownership.
8. The apartments of staff members who own pets are expected to maintain the same level of cleanliness as apartments without pets. Strong pet odors are not permitted.
9. Dogs and cats are not allowed to disrupt the residential communities (for example: incessant barking/howling, etc). Pets that create a continued nuisance for the residents of the community, as determined by the Assistant Directors and supported by the Director of Housing & Residence Life, or their designee, may need to be removed.

10. When the pet owner is not at home, the pet must be crated. When traveling through a common area, the pet must be leashed. Pets are not permitted in private areas of the residential facilities (i.e. student rooms) or public bathrooms.
11. All pet-related waste (i.e. feces) must be securely wrapped in a plastic bag, tied, and disposed in an outside dumpster.
12. Flea and/or tick infestations must be reported immediately. The staff member is responsible for any costs associated with the removal process. If the infestation re-occurs, the Housing & Residence Life Office may decide that the pet needs to be removed from campus. Pet owners are responsible for providing ongoing flea and tick medication.
13. If the pet has escaped his or her confines and is not located within 2-hours, the staff member must inform his or her direct supervisor of the situation.
14. If inhumane treatment of an animal is suspected and/or reported, the staff member's direct supervisor will review the complaint. If it is decided that the animal was not properly cared for, the staff member is responsible for finding a new home for the pet and may forfeit the ability to possess a pet while residing on-campus.
15. When the pet owner leaves town, the pet owner may board the animal or allow another Residence Life professional staff member to check out an apartment key from Konnie to check on the pet. Pets may visit the staff member's apartment for up to 7 days, but must be crated when the staff member is not home. Pets visiting for more than 7 days must have a pet registration form on file.
16. If, for any reason, a pet must be removed from campus, the staff member is responsible for finding a new home for the pet with 7 days.
17. If, for any reason, a pet is removed from residence by choice, the staff member must notify his or her direct supervisor. If a new pet is desired, the staff member must file a new request to obtain the new animal.
18. Any violation of these policies will be reviewed by the Director of Housing & Residence Life or their designee. The staff member will be afforded all rights of due process and appeal.

Professional Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

Assistant Director: \_\_\_\_\_ Date: \_\_\_\_\_

Associate/Director of Housing & Residence Life: \_\_\_\_\_ Date: \_\_\_\_\_

**Appendix C: Pet Registration Form**

Professional Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

Building: \_\_\_\_\_ Type of Animal Requested: \_\_\_\_\_

*For Dogs:*

Approximate Height: \_\_\_\_\_

Approximate Weight: \_\_\_\_\_

Approximate Age: \_\_\_\_\_

\*\* Note: if animal is a youth when acquired, estimate anticipated height & weight.

Veterinarian Emergency Contact Information:

Vet name: \_\_\_\_\_

Clinic/practice: \_\_\_\_\_

Phone number: \_\_\_\_\_

Address: \_\_\_\_\_

To be attached:

- Proof of Renter's Insurance
- Proof of Vaccination
- Proof of Flea Control
- Proof of Crate/Cage purchase
- Proof of Spaying or Neutering

Note: All documentation must be provided before the pet enters the residence hall.

Professional Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

Assistant Director: \_\_\_\_\_ Date: \_\_\_\_\_

Associate/Director of Housing & Residence Life: \_\_\_\_\_ Date: \_\_\_\_\_

## **Appendix D: “Pet in Residence” Notification**

### **Housing & Residence Life**

1<sup>st</sup> Floor Ragsdale / Mendenhall  
PO Box 26170, Greensboro, NC 27402-6170  
336.334.5636 Phone 336.223.5680 Fax  
<http://hrl.uncg.edu>

### **NOTICE TO ALL [INSERT BUILDING] RESIDENTS & FACULTY-IN-RESIDENCE**

The professional full-time staff member (i.e. Coordinator or Faculty-in-Residence) in your building currently keeps or plans to keep a registered pet/companion animal in his or her apartment this academic year. Due to their unique living situation and requirement to live in the residence hall, full-time professional staff members are allowed an exception to the pet policy as stated in the University of North Carolina at Greensboro Housing Contract which does not allow residents of UNCG communities to own pets with the exception of fish limited to a ten (10) gallon tank.

The Office of Housing and Residence Life and professional staff members go to great lengths to ensure that the presence of this animal does not disrupt the community environment. You have a right to a studying and living environment that is reasonably free of noise, smell, and allergy disturbances. If at any point during the semester you become aware of any noise or smell disturbances that are above and beyond those which are normally present in the community and that you believe are due to the presence of this registered animal, please contact:

*<Add contact name/number of corresponding immediate supervisor>*. She or he will be happy to help resolve the situation.

You are also welcome to review the complete set of guidelines governing the professional staff pet/companion animal ownership; they are also available from the supervisor of the professional staff member. We would be happy to answer any questions that you may have.

Thank you for your cooperation and good luck in the coming semester!

### **Breed Chart**

Use the below link as a guide to learn about average dog weights.

<http://modernpuppies.com/breedweightchart.aspx>

### **Prohibited Dog Breed List\***

(Please note: list is not inclusive – any animal must be preapproved, no matter what the breed.)

Pit Bull Terriers  
Staffordshire Terriers  
Rottweilers  
German Shepherds  
Presa Canarios  
Chows Chows  
Doberman Pinschers  
Akitas  
Wolf-hybrids  
Mastiffs  
Cane Corsos  
Great Danes  
Alaskan Malamutes  
Siberian Huskies



