

**COMMITTEE ON FACULTY WELFARE**  
**Report on Child Care and Faculty Spousal/Partner Hire Resources**

To: Academic Senate, Santa Cruz Division

The Committee on Faculty Welfare (CFW) will report on two issues highly relevant to faculty welfare and family friendly resources: Employee Child Care and campus Spousal/Partner Hire Resources. These issues along with those of Faculty Salaries and Retirement, for which CFW has submitted separate reports, all play a part in the overall quality of life for UCSC faculty. CFW aims to update faculty on recent developments in these areas, of which the general campus may not be aware. CFW is monitoring these topics and will continue to make recommendations for improvements. The committee welcomes your comments, feedback, and suggestions, and invites you to share your ideas for enhancing the UCSC faculty quality of life at the February 12, 2016 Senate meeting.

**Child Care**

UC Santa Cruz continues to be the only UC campus that does not offer a child care program for faculty and staff. There is a long documented history of employee child care discussions at UCSC, all of which resulted in recommendations for moving forward which have not yet materialized. This history may be found in a February 3, 2015 CFW Senate Report.<sup>1</sup> Employee child care would contribute to recruitment and retention, and could potentially help address equity concerns on our campus. With the continuing deterioration of UCSC faculty total remuneration, the rising cost of living in Santa Cruz, and the large new cohort of junior faculty expected in the next 7-10 years due to turnover, child care should be one of the high priority issues for this campus.

***Recent Developments***

In 2001, UC President Atkinson authorized up to \$1.25 million to be made available as a matching one time allocation for creating a dedicated child care facility for each campus.<sup>2</sup> CFW has just been informed that this offer is still available to our campus. In April 2015, CP/EVC Galloway consulted with CFW on the topic of child care and stated an intention of taking the remaining \$730k of the original campus funds set aside for child care and use it to build a pool in order to take advantage of the UCOP matching funds offer. CP/EVC Galloway estimated that once established, it would take roughly \$250k/year to run an employee child care facility and noted that she was prepared to provide this support. As a response in its post consultation memo to the CP/EVC<sup>3</sup>, CFW agreed with this plan and recommended that starting in 2015-16, \$250k be added to this child care pool each year in order to build the pool and take advantage of the UCOP funds available to secure employee child care facilities. The committee unfortunately has not yet received a response to this recommendation.

At the end of academic year 2014-15, CP/EVC Allison Galloway appointed Vice Chancellor of Business and Administrative Services (VCBAS) Sarah Latham as the campus point person for

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<sup>1</sup> The report, "Committee on Faculty Welfare, A Brief History of Employee Child Care at UCSC and Recommendations for Moving Forward, February 4, 2015" may be viewed at - <http://senate.ucsc.edu/committees/cfw-committee-on-faculty-welfare/child-care/index.html>

<sup>2</sup> Information regarding this allocation can be viewed at [www1.ucsc.edu/currents/00-01/04-09/childcare.html](http://www1.ucsc.edu/currents/00-01/04-09/childcare.html)

<sup>3</sup> Zachos to Galloway, Re: CFW 4/02/15 Post Consultation, May 14, 2015

Child Care. In May 2015, a committee of staff in the form of the Faculty and Staff Child Care Services Model Analysis Team was charged with providing a technical analysis of two models for providing access to child care for UCSC campus faculty and staff: 1) a reimbursement model analysis and, 2) a contract-for-service model. The results from these analyses were provided to the Academic Senate in October 2015 for review and comment and CFW consulted with VCBAS Latham on November 19, 2016 to discuss the report and the options considered therein.

### ***The Way Forward***

CFW is pleased the administration is taking active steps towards securing child care for campus employees. In its response to the Faculty and Staff Child Care Services Model Analysis Team report, the committee recommended that an on-campus center be pursued, but would support securing off-campus options if an on-campus site was deemed cost prohibitive.

Members determined that building a center on UCSC owned land would be most beneficial to faculty and the most financially sustainable option for the campus over the long-term. A site proximal to lower campus housing would be ideal. Members noted that having a center on campus would provide long-term cost savings and increase faculty productivity by allowing parents to spend more time on campus engaged in teaching and research. This would be particularly beneficial for faculty early in their careers and for those who are the primary childcare-givers in their households; thus, it could contribute to improving equity. An on-campus center would benefit recruitment efforts, especially if the center were in close proximity to campus housing. With a large number of retirements and the addition of junior faculty that is expected in the next 10 years, an on-campus child care service could improve the attractiveness of our campus with recruitment as well as retention. Further, CFW notes that the UCOP matching grant offer makes the establishment of an on-campus facility a more realistic and attainable goal.

CFW recognizes that many more steps will need to be made in the coming months in order to secure child care services for our campus. With recent confirmation of a still standing UCOP matching funds offer, the committee recommends the CP/EVC begin allocating \$250k/year to the employee child care pool until employee child care is secured, and recommends that the campus establish a plan and timeline to take advantage of the UCOP matching funds offer. Further, CFW recommends that all future analysis and deliberations regarding employee child care include both Senate and “at large” faculty representation, so that the final decision may be made with full consideration of the needs and benefits of all campus constituents.

CFW looks forward to collaborating this year with Senate committees and the administration to establish plans for securing employee child care in the immediate future.

### **Spousal/Partner Hire Resources**

#### ***A Simple and Essential Recruitment/Retention Tool for the Campus***

The high cost of living in Santa Cruz has a direct effect on the recruitment and retention of faculty on the UCSC campus. The Committee on Faculty Welfare (CFW) has specifically identified partner employment as an issue that could have a significant positive impact on household

incomes; however, there is currently little help on campus in this regard. With the goal of increasing spousal/partner employment and increasing the confidence of prospective faculty in relocating their families to Santa Cruz, CFW proposes the creation of a list of UCSC faculty and their partners, who can provide general information regarding the local job market in varying fields of expertise.

This is not a mentoring program, but rather a basic contact list of individuals that current and/or prospective faculty partners/spouses may casually use to ask general questions about local employment in a particular field. Current UCSC faculty may volunteer to participate by submitting their name and the profession of their partner. Participating faculty will be added to the contact list that is organized by spouse/partner field or area of expertise. Partners seeking more information about a particular career field and employment in the area can search the list and contact the associated faculty member via their campus phone or email address. The participating faculty can then initiate the partner-partner contact.

A list of faculty partners from the Division of Physical and Biological Sciences is already in the beginning stages of development. CFW has sent a program proposal to the CP/EVC for consideration and recommended that this list be broadened to include contacts from across the divisions so that it may be used as a campus wide resource, and as a tool for recruitment and retention. Further, the committee recommended this tool to be a centrally supported and managed resource in order to preserve its longevity and increase accessibility and usage across the divisions.

Respectfully submitted;

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