

COMMITTEE ON FACULTY WELFARE UCSC Child Care Report and Resolution

To the Academic Senate, Santa Cruz Division:

Introduction

The top priority of the Committee on Faculty Welfare this year has been to consider ways for the campus to improve in meeting the child care needs of faculty. Toward this goal, we have (1) lobbied for the formation of a campus-wide Child Care Advisory Committee, (2) conducted a survey of faculty views regarding the importance of child care, (3) collected information about faculty need for child care, including a second survey to determine how much space is available in local child care centers, and (4) lobbied for the campus to move ahead with the plan to build a new child care center. In this report, we review our progress on these four fronts. We end by proposing a resolution for the consideration of the Academic Senate.

Child Care Advisory Committee (CCAC)

In 2000, the Report of the UC Task Force on Child Care Policy and Programs recommended that each UC campus create a campus-wide oversight committee to consider policy regarding child care. After some delay, this committee has now been formed at UCSC. The committee, formed as a sub-committee of the Campus Welfare Committee, includes representation from all constituents of the campus.

The membership of CCAC includes the following: the Director of Child Care Services, two Development officers (from Student Affairs and the Social Sciences Division), two Undergraduate student representatives, as well as one representative from each of the following groups: Business & Administrative Services, Planning and Budget, the Staff Advisory Board, Campus Welfare Committee, Graduate Students, Child Care Center Staff, Academic Deans, Non-Senate Academics, and Academic Senate (i.e. Committee on Faculty Welfare). We are pleased that the campus has taken the important step of forming this committee, and we believe it is appropriate that a member of the Committee on Faculty Welfare sits on the CCAC. We believe, however that there should be additional faculty representation on the committee.

CCAC has undertaken a number of important tasks this year, including developing a master plan for campus child care, developing a child care access policy (much like the housing access policy that was developed last year by the Campus Welfare Committee), planning for fund-raising for a new child care center, and working on improving campus communication regarding child care issues. The members of the Committee on Faculty Welfare look forward to working closely with the CCAC on these issues in the coming years.

Faculty Views about Child Care

A second important initiative this year was a survey that was conducted by the former CFW chair, Faye Crosby. Much like a survey done on housing several years ago, this child care survey asked a stratified representative sample of faculty for their attitudes regarding the importance of child care for faculty. Seventy-five questionnaires were sent to equal numbers of assistant, associate, and full professors across the five divisions (arts, engineering, humanities, physical and natural sciences, and social sciences). The response rate was 69%, which is considered very high in this type of survey research.

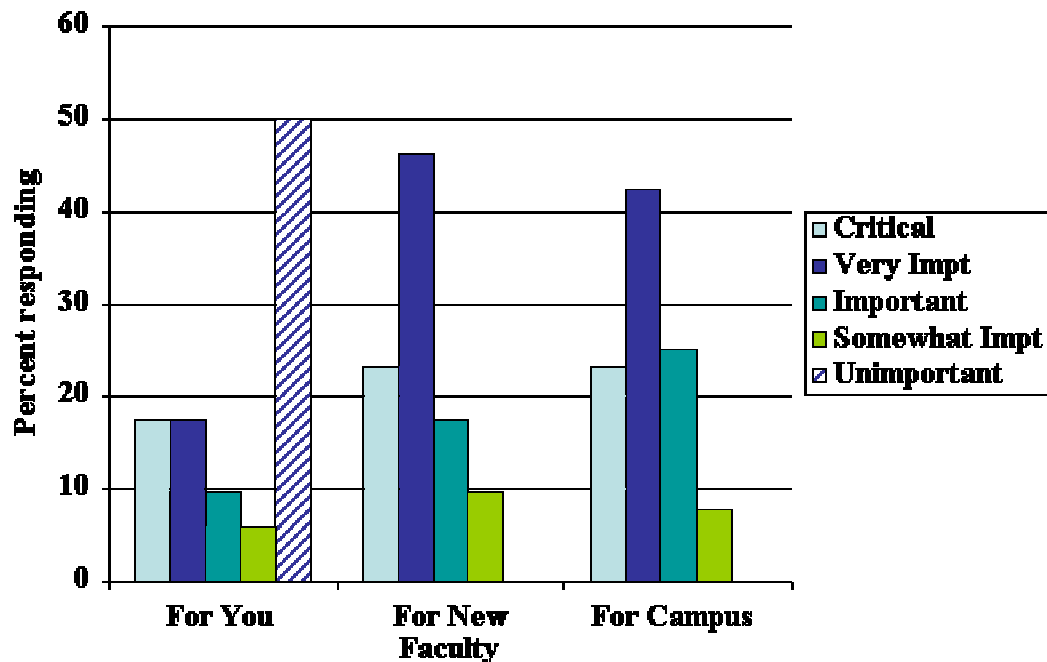
Faculty were asked about their views on the importance of having childcare in maintaining high morale: a) “for you personally;” b) “for new faculty and staff;” and c) “for the campus as a whole.” Response options ranged from “critical” to “unimportant” on a 5-point scale. The attached graph shows the pattern of responses on this question. Strikingly, while 50% of the respondents reported that child care was unimportant for themselves, a full 90% viewed child care as either “critical,” “very important,” or “important” for new faculty and staff, and over 92% saw child care as “critical,” “very important,” or “important” for the campus as a whole. In addition, closer analysis showed that faculty belief in the importance of child care was high across all three ranks.

Participants were also asked: “Do you think that it would help your department’s ability to recruit and retain faculty and staff if UCSC had more childcare spaces available?” Response options ranged from “Definitely yes” to “Definitely no” on a 5-point scale. Overall, 67.8% of the respondents answered either “definitely yes” or “probably yes.”

The surveyed faculty were also asked about their own experiences with child care and about their satisfaction with their child care situations. Approximately two-thirds of the respondents reported having experience dealing with child care issues in Santa Cruz. When asked to comment on access to child care in Santa Cruz, more than 40% of the experienced respondents indicated that they were dissatisfied. When asked about child care access at UCSC, only 15% reported that they were satisfied or very satisfied. The comments that respondents wrote suggested that the dissatisfaction was not about the quality of care, but about the lack of access to child care on campus. A full report of the survey results can be obtained from Pamela Edwards, staff to the Committee on Faculty Welfare.

We conclude that child care is an extremely important issue for morale, and potentially for recruitment and retention of faculty. Even those faculty who do not have child care needs themselves see this as a crucial issue on which the campus administration should take action.

Results of Faculty Survey on Importance of Childcare



Data Gathering on Child Care for UCSC Faculty

Our committee has been gathering information on the need for child care by our faculty, on how the need might be met both on and off campus, and on how UCSC compares to the other UC campuses. We have been working closely with Director of Child Care Services, Wilma Gold, and with Associate Vice Chancellor of Student Affairs Jean Marie Scott (who directs colleges, housing, dining, and child care). In addition, members of our committee have attended several meetings and events, sponsored by other groups (e.g., the newly formed Parent Center), where we have had opportunities to talk with faculty parents about child care concerns.

Because much of the funding for child care on campus comes from state subsidies for low-income parents or from student fees, the campus currently allots two-thirds of the child care slots to students and one-third to faculty and staff. This means that of the 125 child care spaces available on campus, fewer than 42 spaces are typically available to children of faculty and staff (combined). The number of spaces held by children of faculty and staff varies over time and age group. For example, there are currently 22 children in the three-year-old room at the Granary, 14

of whom are children of faculty or staff. Whereas the infant-toddler program serves 15 children, with 3 1/2 of those spaces held by children of faculty or staff.

At present, the amount of child care available for faculty and staff is clearly inadequate. There are currently 138 faculty/staff families on the wait list for child care, indicating serious unmet need. The actual need is even greater than this number suggests because many faculty and staff have given up waiting for the few available slots and have removed themselves from the list, or have followed the advice of others and never placed themselves on the list.

This unmet need represents a serious problem. We have heard from a number of faculty parents who are concerned about the amount of time they spend trying to find child care and driving their children to distant child care locations. Parking is often a serious problem for parents because their child care hours prevent them from arriving on campus early enough to find spaces, and require them to have easy access to their cars in order to arrive in time for pick up at the end of the day.

We also have new information from a survey of nearby child care centers in the Santa Cruz community. A total of 49 centers were surveyed. This survey, conducted by Faye Crosby with the help of undergraduate student Alexis Spencer, found that there are very few affordable openings in local child care centers in the surrounding area. In particular, there were no openings for infant care reported by the child care centers surveyed.

The CCAC will be considering the one-third/two-thirds policy as well as the current funding model for child care. The committee may recommend changes to these policies to go into effect once more child care spaces become available.

Plans for New Child Care

Plans for a new child care center to serve 100 children have been underway for many years; however, the plans have not been acted upon because of lack of funding. The most recent version of this plan was submitted to UCOP as part of an application for matching funds. As reported in CFW's final report for 2000-01, commitments were made by Chancellor MRC Greenwood and Executive Vice Chancellor John Simpson, for a total of \$1.5 million, and UCOP agreed to provide matching funds of \$1,000,000. The campus has not yet created a fund-raising plan to raise the additional funds needed to build this center, although members of the development staff are now beginning to work with the new CCAC on some strategies to raise this money.

The position of the Committee on Faculty Welfare is that more child care for faculty and staff is sorely needed. Our message to the administration is, in the words of one of our survey respondents, "Let's get the new center built!"

Resolution

Whereas high quality, affordable child care is critical to faculty parents and should be a cornerstone of a healthy campus community,

Whereas child care is recognized as crucial for faculty morale, as well as faculty recruitment and retention, even by those faculty who do not currently need it themselves,

Whereas the number of child care spaces on campus does not meet the needs of our faculty,

Whereas there is limited availability of affordable child care in the larger Santa Cruz community,

Therefore be it resolved that we urge the UCSC administration to move forward with deliberate speed to provide for additional child care for the campus community, and in particular for the families of faculty and staff.

Respectfully submitted,

COMMITTEE ON FACULTY WELFARE

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