

COMMITTEE ON FACULTY WELFARE
A Brief History of Employee Child Care at UCSC and Recommendations for Moving Forward

To: Academic Senate, Santa Cruz Division

UCSC is the only UC campus that does not offer a child care program for faculty and staff. There is widespread consensus that child care would significantly contribute toward recruitment, retention, and help address equity concerns. Accordingly, in [2004](#)¹, and [2009](#)², the Academic Senate voted in favor of resolutions to provide more child care for faculty and staff.

In 2001, UC President Atkinson authorized up to \$1.25 million to be made available as a [matching, one-time allocation](#)³ for creating a dedicated child care facility for each campus. UCSC committed matching funds as part of an application for Atkinson's child care funds. UCOP accepted that proposal and made a commitment of those funds to our campus.

In the early 2000s, a limited number of faculty and staff children could enter the university's student-centered child care program. However, in 2010, faculty and staff children were no longer eligible for inclusion.

In 2011, the Child Care Task Force (CCTF) issued a [February 28 report](#)⁴, which recommended 1) quick-wins such as a web-based campus family resource network; 2) funding for initial development and operations; 3) an executive sponsor in our administration to coordinate and propel action; and 4) conversations with service providers to actively pursue both on-campus and off-campus options. In response to the CCTF report and further discussions with CFW, EVC Galloway agreed to set aside \$150,000 annually for five years to support faculty-staff child care development, totaling \$750,000.

In 2012-13, the university conducted informal discussions with an off-site child care facility downtown, but the arrangements were deemed unsatisfactory. There was also informal contact with the company Bright Horizons, which provides service to a number of other UC campuses. However, these UC campuses have since noted that Bright Horizons has raised its prices to the point that many faculty and staff cannot afford them.

In 2014, the UCSC Child Care Campus-Community Planning Team, supported in part from said reserved funds, issued a January 23 project report entitled, "Planning Faculty-Staff Child Care at the Granary and Family Resource Centers at UCSC." The planning team included Senate faculty members, the Early Education Services Director at the time, representatives of the Chancellor's/EVC Office, Colleges, Housing, and Educational Services (CHES), Planning and Budget, and representatives of various Santa Cruz County child care related programs. The report

¹ The 2004 resolution can be viewed at - <http://senate.ucsc.edu/archives/Past%20Issues/resolutions/page/Resolution%20on%20Child%20Care%20052104.pdf>

² The 2009 resolution can be viewed at - <http://senate.ucsc.edu/archives/Past%20Issues/resolutions-page/ResolutiononChildCareSCP1631.pdf>

³ Information regarding this allocation can be viewed at - www1.ucsc.edu/currents/00-01/04-09/childcare.html

⁴ The report can be viewed at - http://senate.ucsc.edu/committees/cfw-committee-on-faculty-welfare/child-care/child_care_task_force.pdf

further reflected direct consultations with child care directors at other UC campuses. The core of the report was a feasibility study and detailed business plan (that emphasized sustainability) for a Pre-K program for faculty-staff children to be operated at the Granary building, located at the base of campus.

On November 20, 2014, CFW consulted with CP/EVC Galloway. The committee was informed that \$730k of the original \$750k remains and CP/EVC Galloway made a commitment to continue to hold the remaining funds for its intended purpose only, to fund child care for faculty and staff. The committee was disheartened to hear that after surveying the location, the UCSC Child Care Campus-Community Planning Team proposal for a Pre-K site at the Granary is no longer being considered due to problems with the building layout and costs associated with correcting the issues. However, the committee was encouraged to hear that the matching offer from UCOP made in 2001 is most likely still available.

CP/EVC Galloway informed the committee that the current student child care center in Family Housing will be temporarily relocated when Family Student Housing is renovated, and that a new facility will eventually be built to provide child care for a greater number of students, and potentially a number of faculty and staff. Although this sounds promising, with the chronic shortage of space on campus, the high expense of campus construction, and lack of a specific start time for breaking ground on the Family Student Housing renovation, this solution for child care seems remote.

There is no plan to remedy UCSC being the only UC campus with no child care for employees. Given the high cost of living and challenges of raising children in Santa Cruz, a permanent solution could help with recruitment and retention of faculty. Faculty demographics predict substantial hiring of new faculty in the coming years. Child care is an attraction in recruiting, but also vital to retaining the new faculty in whom we invest so much. It is not just faculty that we recruit and retain but families. There now appears to be monetary resources to get faculty/staff child care off the ground, what is needed is the will to immediately make good on a commitment to our faculty and staff.

In its January 16, 2015 post-consultation memo to CP/EVC Galloway, CFW recommended that an interim solution be immediately implemented using the \$730k remaining from the seed money committed by the CP/EVC until a more permanent solution is found. CFW suggested that a portion of the \$730k could be applied toward child care vouchers for employees with children under the age of 12, following the [eligibility requirements](#)⁵ of the new Childcare Reimbursement Program for graduate student employees that began in July 2014. CFW recognized that there must be a cap on such an expense. As such, the committee recommended that a set number of vouchers be offered each year to employees, based on eligibility, with criteria set by the Senate. A lottery could be used to determine which of the eligible applicants would receive vouchers.

Concurrently, CFW suggested that the options of an off-campus facility (managed by UCSC) be explored before the end of the 2015-16 academic year, as the options of a third party vendor and an existing building on campus have been explored and deemed unviable. An off-campus location

⁵ Full eligibility requirements can be viewed at - <http://graddiv.ucsc.edu/current-students/grad-student-employment/grad-childcare/index.html>

purchased or leased and managed by UCSC has yet to be explored and could offer a more practical solution than building a new facility on campus. In addition, CFW recommends that the Child Care Advisory Committee be reinstated.

CFW invites faculty to share their thoughts on the topic at the Senate meeting on February 18, 2015.

Respectfully submitted;

COMMITTEE ON FACULTY WELFARE

Noriko Aso

Adrian Brasoveanu

David Cuthbert

Ted Holman

Andrew Mathews

Benjamin Read

Nina Treadwell

Manfred Warmuth

Roger Anderson, *ex officio*

James Zachos, *Chair*

February 4, 2015

APPENDIX A

Childcare Reimbursement Program for Graduate Student Employees

Each eligible ASE or GSR may be reimbursed up to \$900 per quarter under this program for qualified child care expenses incurred during the appointment period in any quarter of the year, including summer.

Qualified dependent: A qualified dependent is a child in the custody of the ASE or GSR who is twelve years old or younger as of July 1st for the following fiscal year (includes the current summer session and the new academic year). A child is in the custody of the ASE or GSR when they can be claimed as a dependent on the appointee's tax return.

Eligible ASE: A registered graduate or undergraduate student with at least a 25% appointment as an Academic Student Employee represented by the United Auto Workers who has (a) qualified dependent(s).

Eligible GSR: A registered graduate student with at least a 25% GSR appointment who has a qualified dependent.

Note: A student with both a 25% ASE and 25% GSR appointment is eligible for only one maximum reimbursement of \$900.

Allowable receipts: Receipts from a child care provider with a valid tax ID or Employee Identification Number (EIN) incurred during an eligible ASE or GSR appointment. Expenses incurred before the beginning of or after the end of an ASE or GSR appointment are not eligible for reimbursement.

Child care provider: A licensed child care provider with a valid tax ID. If care is provided in a day-care center, the center must charge a fee. If the center cares for six or more dependents who are not residents, it must comply with all state and local licensing laws and applicable regulations. Child care provided by the spouse, a child of the graduate student employee under the age of 19, a friend or relative living in the same household as the graduate student employee, or someone else the employee claims as a dependent for tax purposes is not reimbursable.