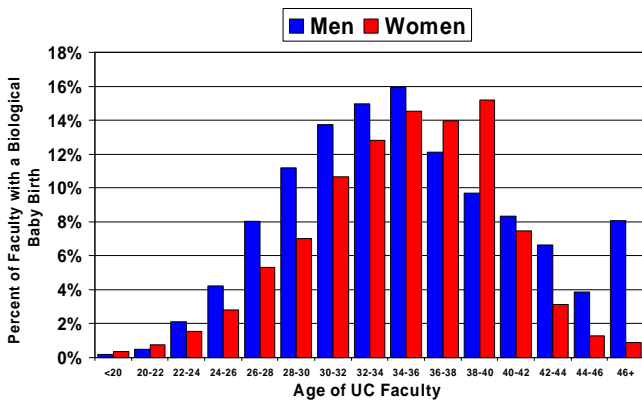


Adoption Benefits

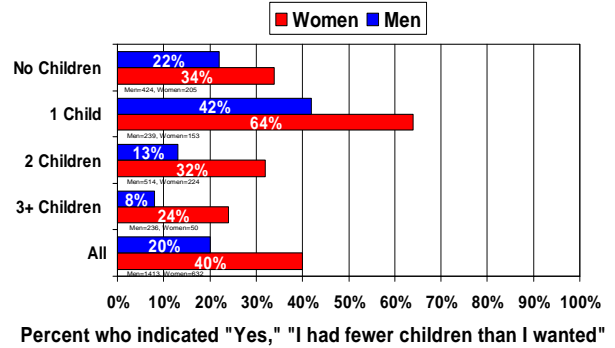
The 2002-2003 University of California (UC) Work and Family Survey documents the considerable difficulties inherent in negotiating the competing demands of both work and family. For this reason, many women delay childrearing until their late thirties or early forties. For women faculty, the delay in starting a family until after securing tenure can result in increased medical and infertility challenges. UC women faculty are also more likely than men to indicate after the age of likely fertility (40 years) that they have had fewer children than they wanted. Financial assistance to faculty who choose to or must create their families through the often costly process of adoption would be an important family friendly support.

Biological Baby Births by Age of UC Faculty



N=2339 Men
982 Women

**Having Fewer Children Than They Wanted:
UC Faculty, Ages 40-60, by Gender and Number of Children**



Providing Equity to All New Parents

While adoption becomes a viable alternative, it is also expensive to the individual family. The majority of expenses incurred for natural births are covered by UC health care benefits. In comparison, the fees and expenses involved in the adoption process are not covered by health insurance. By offsetting the expenses involved in the adoption process, UC comes closer to providing equity to all faculty who decide to start a family, and will help build UC's reputation as a family friendly institution.

Adoption Benefits at Other Universities and Major Employers

Many competing universities and major employers offer their employees adoption benefits, such as reimbursement for adoption-related expenses. In the private sector, 88% of the 2002 Working Mother 100 Best Companies provided an adoption cost reimbursement of between \$1,500 and \$10,000. In 2001, 67% of Fortune 500 companies offered adoption assistance. However, the average adoption rate of people working in private industry or universities is less than .5%, ensuring a low utilization rate of the benefit.

Institution or Company	Benefit Amount	Utilization Rate
Stanford	Up to \$10,000 per adoption	.09%
Harvard	Up to \$5,000 per adoption	.14%
Johns Hopkins	Up to \$2,500 per adoption	.2%
NYU	Up to \$5,000	.16%
Wells Fargo	Up to \$2,500 per adoption	< .5%
Chevron Texaco	Up to \$5,000 per adoption	.1%

Adoption Benefit Costs to UC

Based on this data, we can assume that the utilization rates throughout the UC system would be comparable – approximately .1 - .2% per year. The cost breakdown for faculty only and for all career staff plus benefited academic appointees follows:

Category	Benefit Amount and Cost			
	\$1,500	\$2,500	\$5,000	\$10,000
Faculty (8,000)	\$12,000-\$24,000	\$20,000 - \$40,000	\$40,000 - \$80,000	\$80,000-\$160k
All (100,000)	\$150k - \$300k	\$250k - \$500k	\$500k - \$1M	\$1M - \$2M

Adoption Benefits – Eligibility and Coverage

The following qualifications for adoption benefits are typical:

Eligibility

- 1) At least one full year of service.
- 2) Career employee.
- 3) Adopted child is under the age of 12.
- 4) Limited to *one* or *two* children during a 12-month period (allowing for the adoption of twins)

Covered Benefits

- 1) Domestic adoption expenses:
 - Any hospital bills related to the child’s birth not covered by insurance
 - Agency fees
 - Court/legal fees
 - Counseling fees
- 2) Foreign adoption expenses:
 - Same as domestic expenses
 - Travel expenses
 - U.S. immigration costs
 - Fees for overseas medical & legal requirements

Adoption Benefits at Other Universities/Colleges

(Either paid time off and/or reimbursement for expenses. Many also have unpaid leave and information and referral in addition to the paid time or reimbursement provisions)

Amherst	Smith College
Bowdoin	South Georgia College
Calvin College	St. John's University
Carleton College	Stanford
Columbia	Temple University
Cornell	University of Louisville
Dakota State University	University of Maine
Dartmouth	University of Idaho
Elmhurst College	University of Illinois- Champaign
Harvard	University of Illinois -Chicago
Illinois State	University of Utah
Johns Hopkins	University of Wyoming
Michigan State	University of South Carolina
Mount Holyoke	University of Iowa
NYU	Villanova University
Ohio State	Wellesley
Penn State	Western Michigan University
Roberts Wesleyan College	Yale, MIT actively considering adoption benefits.
Roger Williams University	
Salisbury University	

Other possible adoption benefits and policies:

Paid parental leave
Information, referral and resources
Continuation of disability insurance during leave without pay
Attorneys on UC legal insurance panel who specialize in adoption
Add adoption as reason to utilize family sick leave for staff

"I am especially in favor of adoption benefits. My husband and I (both UC faculty) are trying to adopt a child and there is little help available despite the high cost of adoption."

"I consider encouraging adoption (as many private companies do) an excellent measure. We are in the process of an international adoption which is very demanding and rather expensive."

Source: UC Faculty Work and Family Survey, 2002-2003