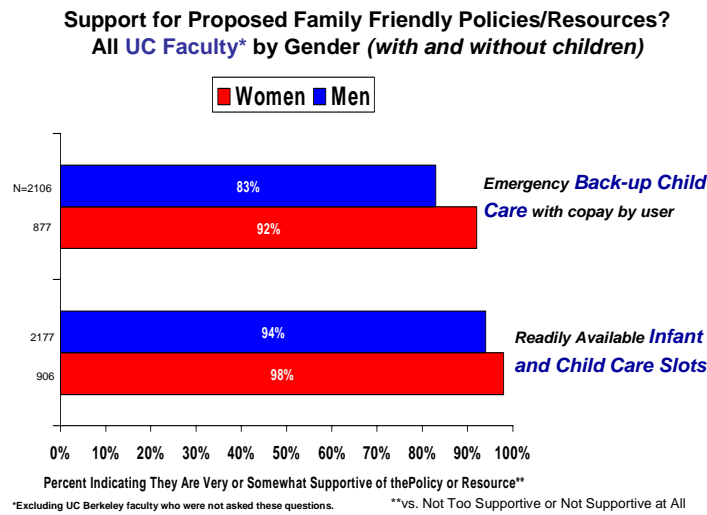


Coordinating and Optimizing Resources for Child Care

Accessibility to affordable, quality child care in California is a challenge faced by many University of California (UC) faculty. Currently, none of the UC campuses have enough available child care slots to meet the needs of faculty. In the 2002-2003 UC Faculty Work and Family Survey faculty parents wrote at length about the struggles associated with child care issues.

When asked about the potential for readily available university sponsored infant and child care slots, nearly all faculty whether parents or not, supported the idea. Providing access to appropriate child care is clearly one of the most important elements of a family friendly package for UC faculty.



In 2000, The Report of the Task Force on Child Care Policy and Programs set the stage for President Atkinson’s matching fund proposal for each campus to build additional on-site child care facilities. Although this proposal is an important step in the right direction, campuses alone are not likely in the near-term to be able to provide enough child care slots for faculty, other UC employees, and students.

To help the campuses meet their infant and child care needs, UC Office of the President personnel in coordination with local campus personnel could play a pivotal role. These individuals could help the campuses work with both the public and non-profit sectors of individual campus communities to develop additional high quality and affordable child care. So, too, they could help UC in its efforts to lobby the state as it develops new legislation regarding child care.

Faculty Comment on the Significance of Child Care Needs

The number one priority for all faculty that I know with young children is to be able to get their child in on-campus day care so that they are close. Our campus child care waiting list is so long that my nearly one year old child is not likely to get a slot until he is in the pre-school age group.

Our child is in [Center], where they provide fantastic child care. The offer of child care in a nearby location influenced my decision to accept a job at [UC campus].

I think it is shocking that the UC campus does not provide child care for its faculty members. There is the UC child care, but it is so impossible to get in and so prohibitively expensive that it is really useless. Many work places have child care facilities, and the university as a public and an educational institution should most definitely do so.

I am worried about having kids before getting tenure - I am worried that I would have to commute to campus and where would I put my kids in child care, at home or near campus? I am worried about being able to afford kids/child care, etc when I can't even afford to live near campus.

There are only a few places available for faculty and staff children. As a dual faculty family, we were still unable to get a place for our child. This means that my child is in a facility off campus and too far away. This negatively impacts my ability to do my work. It is time that the university addressed this issue in an adequate fashion if it seriously wants to help its female faculty.

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