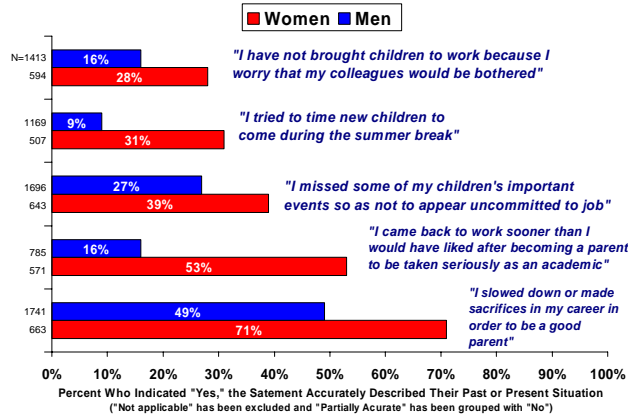


Campus Advising Committees on Child and Dependent Care Issues

Findings from the 2002-2003 University of California (UC) Faculty Work and Family Survey highlight the extent to which negotiating the needs of both work and family are a central concern of faculty parents. Universities that can best address this issue will hold a distinct advantage in recruiting and retaining top-flight faculty and maintaining their academic excellence.

UC Faculty Parents Experience Work-Family Conflict



One significant way for UC to help faculty meet both their professional and family responsibilities is to form advising committees on child and dependent care issues at each campus. These committees, made up of faculty and staff from various departments, can advise the Chancellor and other campus administrators on strategies, practices, programs, policies and benefits that support the goals of work/life balance.

Two UC campuses, Berkeley and Davis, can serve as examples for advisory committees that have encouraged and supported tremendous change. The Berkeley Chancellor's Advisory Committee on Dependent Care (CACDC) was formed in 1987. Made up of both faculty and staff, the CACDC has been instrumental in such areas as expanding child care availability, developing flexible work arrangements, providing an elder/adult dependent care counselor, creating a breastfeeding support program, and initiating full-day summer youth programs. Similarly, the Davis campus created a Faculty Committee on Work/Life Balance in 2001 to investigate campus work and family issues and a Chancellor's Advisory Committee on Work/Life Balance in 2003 to make and implement additional recommendations. Davis has a work/life balance program that provides family friendly supports to faculty beyond those offered solely by the University.

The creation of campus advisory committees on child and dependent care issues, to act as liaison for various constituencies and needs, will ensure that family friendly policies and programs are tailored to the unique needs of each UC campus.