

Proposal to Develop Child Care Benefits for Dependent Children

A Report from the Joint TAUP and Faculty Senate's Child Care Benefits
for Dependent Children Committee

November 2015



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Special Thanks

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Executive Summary

According to the side letter included in the 2014-2018 Collective Bargaining Agreement, “The University understands that TAUP and the Faculty Senate may work to formulate proposals for childcare resources at the University. The University shall review, consider, and respond to proposals in a timely fashion.”

In 2012, the TAUP conducted a survey of full-time employees at Temple University regarding interest in child care resources on campus. 67.6% of survey respondents (Temple University full-time employees) overwhelmingly support providing child care to dependent children. In Spring 2015, a committee was assembled to research child care resources at other institutions of higher education and write this report. It is worth noting that two of the members of this committee resigned their Temple University appointments in Summer 2015 partially due to the lack of high quality, affordable child care. It appears that the lack of this resource may already be contributing to faculty retention problems.

Having reviewed the survey responses in detail and exploring the child care offerings of our peer institutions, the Child Care Benefits for Dependent Children (herein referred to as the Committee) recommend that Temple University explore partnership opportunities with national child care providers to bring affordable, quality care to the dependent children of our faculty and staff at our domestic campus. This partnership should specifically attempt to:

- 1) Create an on-campus (or adjacent to campus) child care/early learning facility for use by families of Temple University employees
 - a) Recognize that this benefit will allow Temple to compete with comparable institutions nationally and within the greater Philadelphia community to attract and retain top quality faculty and staff
 - b) Acknowledge that this benefit will also provide educational and research opportunities for students and faculty on this campus
 - c) Ensure that facility will help provide quality care for infants and children through kindergarten at discounted rate for Temple faculty, staff, and students.
- 2) Collaborate with a national child care provider to negotiate a discounted rate for child care services for dependent children of full-time employees
 - a) Acknowledge that because not all full time employees work at one campus, this resource will expand access
 - b) Provide an option that may benefit the families of full-time employees who prefer seeking dependent child care resources in their residential

neighborhood rather than the neighborhood in which a caregiver is employed

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Voiced Concerns & Subsequent Contract Language

Temple University employees have expressed interest in Temple University providing child care resources to dependent children of full time employees. Presently, Temple University provides full-time employees only very limited resources related to dependent child care. Faculty and staff can opt into using a flexible spending account for dependent child care. This flexible spending account allows for employees to put aside up to \$5000 of pretax income to be used to pay for dependent child care expenses. (See survey results in Appendix A.) In the Philadelphia regional market, the annual rate for child care for toddlers and preschoolers ranges is approximately \$15,000; the rate for infant care is approximately \$21,000.

There are three primary reasons why employees are interested in the benefit: recruitment, retention, and research. First, child care resources (such as an on-campus facility or a discounted fee for service for child care) can be an effective recruitment tool for faculty members with young families. Second, affordable, quality child care close to campus would offer a powerful incentive for faculty members to spend more time on campus, and for all employees—both faculty and staff-- to continue their employment at Temple University. And third, an on-campus setting will provide research and teaching opportunities for Temple University faculty and students.

As the recruitment and retention of faculty members becomes more difficult due to compressed salaries in the public sector (compared to the private sector), benefits beyond salary become a critical tool in recruiting talent. Providing a child care resource, such as access to an on-campus child care facility or a discounted fee for service for child care, can provide a incentive that enables people to accept a lower salary job offer.

As per the side letter accompanying the 2014-2018 Collective Bargaining Agreement, reads *“The University understands that TAUP and the Faculty Senate may work to formulate proposals for childcare resources at the University. The University shall review, consider, and respond to proposals in a timely fashion.”* Hence, this report presents a proposal for consideration.

Formation of Committee & Tasks Performed

In the Spring of 2015, the Faculty Senate and the TAUP formed the Child Care Benefits for Dependent Children Committee to draft a proposal justifying and recommending a proposal to offer Child Care Benefits to Dependent Children. The committee explored child care benefits at other institutions of higher education in Philadelphia, at comparable institutions regionally, and at our aspirational peer institutions. Interested faculty met in April 2015 to discuss the desired goals of the committee, the plan of action to achieve those goals, and to brainstorm a list of institutions to research. To

ensure equivalent data was collected, committee members were provided a 27-item questionnaire to use to solicit information on child care resources for a select group of peer institutions of higher education. Committee members were asked to report what source provided the data (university official, colleague, friend, website, or other) as well as to report demographic information on the institution. All data was collected within a GoogleDocs Spreadsheet, and all committee members were granted editing privileges for the document. This data collection occurred throughout the academic terms of summer and early fall 2015. (See Appendix B for the Results of the Peer Institution Child Care Benefits Questionnaire.)

Questionnaire Findings

All data obtained using the Questionnaire can be found in Appendix B, however, a brief summary follows:

- Most of the institutions investigated provide on-campus childcare support. (University of Maryland College Park and Drexel University were the two exceptions.)
- Child care at the on-campus facility is offered to faculty staff, and students. Child care “slots” are generally provided on a first-come, first-served basis with a waitlist for additional families as slots become available.
- Care is generally expensive, and students may not be able to afford the care. However, in many cases, discounts are available to faculty and staff on a sliding scale.
- Five institutions have more than one on-campus child care facility.
- Just over half of institutions (7 of 13 institutions providing care) that have on-campus child care also provide infant care (for children six weeks old and older).
- Child care is provided for infants, toddlers, and preschoolers. Care for kindergartners is more sporadic.
- Two institutions provide a discount at national chains providing child care.
- All institutions providing care report that the child care is operating at capacity nearly all the time, and that a wait list exists for care (indicating unmet needs on campus).

Thus, it appears that to be competitive in faculty and staff recruitment, child care resources may need to be carefully considered.

Recommendations

The committee is recommending that a group of Temple University professionals approach national child care providers to explore the possibility of a collaboration. A group of university officials representing Temple University Human Resources, the TAUP, and Temple University Business Services, should entertain meetings with personnel from national and regional child care providers capable of providing reliable, high quality care at the Keystone Star 3 or better level. Examples of these high quality, national child care providers include Knowledge Universe, Children's Creative Learning Center, or Bright Horizons.

The conversations should explore two collaboration activities.

Temple University and the child care providers work together to (1) establish an on-campus (or adjacent to campus) child care facility, and 2) negotiate a reduced rate that can be used by all employees with young dependent children at all campuses. These negotiations would provide a symbiotic relationship for the Temple University community and the child care provider and would serve a diverse audience of Temple University faculty and staff, by providing a potential benefit for faculty working on all Temple University campuses. A further explanation of these suggestions is listed below.

1) *Creation of an on-campus (or adjacent to campus) child care facility.*

75% of our peer institutions investigated in this report have an on-campus child care facility. To recruit and retain talented faculty, Temple needs to consider the need for a facility like this. There are three potential means by which this facility could emerge:

(a) Temple could create its own child care center, without the input or collaboration from a national child care provider. This suggestion requires Temple University to assume all risks and responsibilities for the quality of care provided as well as assume all costs, including staffing, insurance, and liabilities; and would determine, charge, and collect tuition for childcare. Such a proposal, we understand, is under consideration at the Temple College of Education.

(b) Another, more plausible option is for Temple University to *collaborate* with the child care provider. This collaboration could result in Temple University serving as "landlord" to the child care provider, where Temple University provides the physical space for the child care provider to rent and use to provide care to dependent children, with the child care provider assuming the risks and responsibilities of providing care, in the same way other Temple University Business Services' tenants assume the risks renting space on campus to conduct business.

(c) A third option would be to impress to a child care provider the need for a facility to be built adjacent to campus, and to enter into a collaborative agreement with a child care provider that dependent children of Temple University faculty and staff would have available to them a certain number of the slots in the facility.

2) *Collaborate with a national child care provider to negotiate a discounted rate for child care services for dependent children of full-time employees*

Recognizing that physical space is very limited on Main Campus, it may be very difficult to provide an on campus facility to provide dependent child care resources to Temple all Temple University full-time employees. Furthermore, this facility would only benefit dependent children of faculty and staff working on one campus (therefore excluding faculty and staff working on other campus). Another benefit to explore would be a discounted rate with a regional or national child-care provider with many local facilities.

Both Thomas Jefferson University (TJU) and George Washington University (GWU) provide this benefit for their faculty and staff. They have negotiated a collaboration with Children's Creative Learning Center, a provider of early childhood education and care solutions for employers nationwide. Through this partnership, both GWU and TJU have an on campus child care site, providing care to a very limited number of families, and a discount program for families to use CCLC sites throughout the Philadelphia metro area.

The partnerships envisioned in options 1b, 1c, and 2 may vary in cost, and are best negotiated between the Temple University Human Resources office and the corporate office of the child care providers. The forms accessible within the Contact Us pages available at <http://www.kubusinesssolutions.com/> or <http://www.cclc.com/contact-us/> could provide a starting point for these types of negotiations.

Appendix A: Survey Responses

TAUP Negotiations Survey 2012 – Aggregate responses on child care

Please answer the following questions about the availability of child care facilities.	Yes	No	Don't Know	Total Responses
Should Temple have a daycare center on or near campus for use by Temple faculty, staff and students?	67.56% (304)	9.56% (43)	22.67% (102)	450
Should such a day care center include care for infants?	55.33% (249)	13.56% (61)	30.22% (136)	450
Should such a day care center be open from very early morning into the evening (i.e., to accommodate early and late class schedules)?	58.44% (263)	13.78% (62)	26.44% (119)	450
Should Temple provide a partial subsidy of the cost of care as an employee benefit?	49.33% (222)	23.56% (106)	26.00% (117)	450
If there were no Temple subsidy of the cost, would the proximity of care to campus make it attractive to faculty, staff and students?	58.67% (264)	5.11% (23)	35.11% (158)	450
Would a day care center be useful in recruiting faculty and staff to Temple?	63.78% (287)	6.67% (30)	28.00% (126)	450

If you have children or expect someday to have children in your family, how interested would you be in using a daycare center on or near campus:	Not Interested	Somewhat Interested	Very interested	Don't Know or NA	Total Responses
On days and at times when I am teaching on campus	17.92% (74)	8.96% (37)	19.37% (80)	52.54% (217)	413
On a regular basis 5 days every week	24.70% (102)	8.23% (34)	10.17% (42)	54.48% (225)	413
On a regular basis, at least 3 days every week	21.31% (88)	8.23% (34)	14.04% (58)	53.27% (220)	413
Every week, on an occasional basis	20.34% (84)	10.41% (43)	9.44% (39)	54.48% (225)	413
On a drop-in basis, as needed	15.01% (62)	10.90% (45)	16.71% (69)	51.33% (212)	413

Appendix B: Results of the Peer Institutions Child Care Benefits Questionnaire

Legend

Exemplary Institutions
Comparison Institutions
Local Institutions

Source Information

University	Data Collector	Interview with University Official	Interview with Friend	Website Info?	Date Info Collected
Stanford	Dai Zusai			https://worklife.stanford.edu/programs/early-childhood-education-care/site-child-care	6/30/2015
UPenn	Laurie F.			https://provost.upenn.edu/faculty/current/work-life-balance/child-care-at-penn	6/22/2015
CalBerkeley	Abby Guido			http://ece.berkeley.edu/content/about-ecep	7/1/2015
UMichigan	Brian S. (Tyler)			http://hr.umich.edu/childcare/	
UMinnesota	Katherine Bauer		self	http://www.cehd.umn.edu/childdevelopmentcenter/	4/7/2015
Pitt	Casey Breslin	Jennifer, Admin Support for the Office		http://www.childdevelopment.pitt.edu/	8/21/2015
UMD-CP	Dai Zusai			https://uhr.umd.edu/benefits/family_care/	6/29/2015
GWU	Bryan S. (Tyler)			https://hr.gwu.edu/childcare	7/1/2015
UDelaware	Laurie Friedman			from website	9/9/2015
Drexel	Laurie Friedman			yes; interesting that website for resources for new and expecting parents doesn't include child care http://www.drexel.edu/hr/benefits/new-parents/	9/9/2015
CCP	Dai Zusai		self, and another parent who is a CCP staff	College Child Development Ctr: http://www.kindercare.com/our-centers/philadelphia/pa/000141/ http://www.ccp.edu/student-support/child-development-center	4/1/2015
TJUSOM	Belinda Christenson	yes		a little	8/21/2015
Fox Chase	Abby Guido		friend	http://www.fccc.edu/research/postdoc/whyChoose/daycare/index.html	7/1/2015
Widener	Laurie Friedman			http://cdc.widener.edu/	6/3/2015

University Characteristics

University	Total # of Students (Grad, UG, Prof.)	Total # of Faculty	Setting (Urban or other?)	Faculty Union Status?
Stanford	Total 15877 Undergrad 6980 Grad 8897	Academic staff: 2118 Admin staff: 11128 (excl. hospital)	suburban	Probably, only staffs form the union: https://elr.stanford.edu/labor-relations-collective-bargaining
UPenn	Full-time: 21,441 Part-time: 3,365 Total: 24,806 Undergraduate: 10,406 Full-time Graduate/professional: 11,035	Standing: 2,569 Associated: 1,986 Total: 4,555 Academic Support Staff: 2,476	urban	i don't think so
CalBerkeley	37,581	Fulltime: 1620	urban	UC Berkley Faculty Association http://ucbfa.org/
UMichigan	Total: 43,625 (Undergrad: 28,395, Postgrad: 15,230)	Academic Staff: 6,771, Administrative Staff: 18,986	urban/suburban (Ann Arbor, Michigan)	American Association of University Professors (AAUP) University of Michigan Chapter
UMinnesota	32,000	4,000	Urban	not unionized
Pitt	25,000 undergrad, 10,000 grad	4,500 full time	urban	no
UMD-CP				
GWU	Total: 25,264 (Undergrad: 10,357. Postgrads: 14,607)	2,663	Washington, DC (urban)	SEIU Local 500 (part-time faculty) and GWUFA (full-time faculty)
UDelaware	; Fall 2014 unduplicated enrollment totals 22,680 which include 18,222 undergraduates, 3,729 graduate students, and 729 professional and continuing studies students. 17,458 (96%) of undergraduate and 2,922 (78%) of graduate students are enrolled on a full-time basis	4,268 total employees, including 1,252 faculty, 1,766 exempt staff, 845 non-exempt staff, and 405 hourly staff. 95% of employees are employed fulltime.; 1,203 full-time faculty positions. More than 81% of full-time tenure-eligible faculty are tenured and approximately 90% of full-time faculty hold the doctorate or terminal professional degree in their field.	suburban	yes- here is the link http://www.udel.edu/hr/CBA/AAUP.pdf

University	Total # of Students (Grad, UG, Prof.)	Total # of Faculty	Setting (Urban or other?)	Faculty Union Status?
Drexel	26,359 total students	i couldn't find this?	urban	no mention on website
CCP	16,896 undergraduate students	1050 "academic staffs" [wikipedia]	urban	Yes, according to the website: http://drupal.aft2026.net/cms
TJUSOM	9,463 graduate students	1198 Full time, 2096 part time		not that I could figure from website
Fox Chase	1,524 professional students		Philadelphia, PA	
Widener	3437 undergrad/2548 grad	12:1 student ratio	Chester, PA	none

Availability of Child Care Sponsored by University: Provided On or Near Campus

University	Where is care? (On campus, near campus, other)
Stanford	Both
UPenn	both
CalBerkeley	on campus
UMichigan	on campus or close by, also a network of off-campus childcare options
UMinnesota	On edge of campus
Pitt	on outskirts of campus
UMD-CP	On campus
GWU	On Campus
UDelaware	in wilmington, not sure how close to campus but checks payable to univ of delaware
Drexel	there is care in Philly unaffiliated with drexel
CCP	On campus
TJUSOM	on campus
Fox Chase	Onsite
Widener	

University	Is care provided for infants (< 1 year)?
Stanford	yes
UPenn	yes
CalBerkeley	yes
UMichigan	yes
UMinnesota	Yes - 16 infants (2 rooms of 8)
Pitt	Infants are aged 6 weeks to 18 months, there are 4 infant rooms, with 8 per room
UMD-CP	No
GWU	Yes (6 weeks)
UDelaware	not sure; there are 4 options
Drexel	
CCP	Yes: from 6 weeks
TJUSOM	yes from 6 weeks
Fox Chase	Yes: from 6 weeks
Widener	no

University	Is care provided for toddlers (1-3 years)?
Stanford	yes
UPenn	yes
CalBerkeley	yes
UMichigan	yes
UMinnesota	Yes - approx 60 (2 rooms for "younger toddler" and 2 rooms for "older toddler, approx 15 in each room)
Pitt	Toddlers are 18 months old until 3 years, there are 4 toddler rooms, 10 per room
UMD-CP	No
GWU	Yes
UDelaware	not sure; there are 4 options
Drexel	
CCP	Yes
TJUSOM	yes
Fox Chase	Yes
Widener	no

University	Is care provided for preschoolers (3-5 years)?
Stanford	yes
UPenn	yes
CalBerkeley	yes
UMichigan	yes
UMinnesota	Yes - same set up as toddlers, younger and older preschool rooms, approx 15 in each for 60 total preschoolers
Pitt	2 3 yr old rooms with 17 kids, 2 r yr old rooms with 18 kids
UMD-CP	Yes
GWU	Yes (up to 5yrs old for enrollment)
UDelaware	yes
Drexel	http://www.drexel.edu/civicengagement/neighborhood/k-12-education/early-childhood-education/
CCP	Yes
TJUSOM	yes
Fox Chase	yes
Widener	yes

University	Is care provided for kindergarteners? (5 years)
Stanford	yes (but not at CCSC)
UPenn	not at oenn chlidren center
CalBerkeley	yes
UMichigan	only summer camps
UMinnesota	No
Pitt	not anymore
UMD-CP	Yes
GWU	5 years max
UDelaware	yes
Drexel	
CCP	Yes
TJUSOM	yes (10% discount to kindercare/champions so they can use that to care for older kids)
Fox Chase	yes
Widener	yes

University	What is center capacity?
Stanford	Each of five child care centes: about 150 Each of preschool program: about 20
UPenn	it varies. I know PIC is usually about a year wait
CalBerkeley	There are 5 centers and they keep growing.
UMichigan	45 infant, 68 toddler, and 282 preschool
UMinnesota	140
Pitt	center is always operating at full capaciity (152 children)
UMD-CP	
GWU	For the CCLC on campus center: 52
UDelaware	not sure; but seems they save 50 slots for faculty who don't meed other criteria
Drexel	
CCP	About 100?
TJUSOM	54
Fox Chase	
Widener	

University	Is part day care available? (i.e., parents pay mornings only or afternoons only?)
Stanford	Yes at Kinder Care centers and preschools. Only for infant at CCSC
UPenn	not for penn children center
CalBerkeley	no
UMichigan	yes, limited to specific locations
UMinnesota	no
Pitt	no. parents can pick kids up early/come late, but they pay for whole day
UMD-CP	Yes, but only morning and only for preschoolers (age 3-5)
GWU	
UDelaware	i couldn't tell
Drexel	
CCP	No
TJUSOM	no
Fox Chase	yes
Widener	yes

University	Is part week care available? (Can parents opt for fewer than 5 days of care per week?)
Stanford	Yes at all centers/programs
UPenn	min 2 days a week
CalBerkeley	no
UMichigan	yes, limited to specific locations
UMinnesota	yes, if there is another family to split time with so 2 students = 1 full time student
Pitt	available, 2-3 days even if you only use it for 4 hours, you pay for the whole
UMD-CP	No
GWU	
UDelaware	again, seems to depend on option as noted in recruitment website posted earlier
Drexel	
CCP	Yes
TJUSOM	yes families choose
Fox Chase	yes
Widener	yes

University	What is opening hour of center? (e.g., 6:00 am, 7:00 am, etc)
Stanford	CCSC: 7:30 am Kinder Care centers: 6:30 or 7 am Rainbow: 9 am Pepper: noon (Grades 1-2: from 2:50 pm)
UPenn	7am for penn children center
CalBerkeley	7:45 a.m
UMichigan	7 to 7:30am, depending on location
UMinnesota	7:30
Pitt	7:00 AM
UMD-CP	7:45 AM
GWU	7:00 AM
UDelaware	7 t
Drexel	
CCP	7:00 AM
TJUSOM	6:30 AM
Fox Chase	6:00 AM
Widener	7:00 AM

University	What is the closing hour of the center? (e.g., 3 PM, 5 pm, etc.)
Stanford	CCSC: 6 pm Kinder Care centers: 6 or 6:30 pm Rainbow: 5 pm Pepper: 5:50 pm
UPenn	7pm for penn children center
CalBerkeley	5:30 PM
UMichigan	5:30 to 6:30pm, depending on location
UMinnesota	5:30
Pitt	6:00 PM
UMD-CP	5:30 PM
GWU	6:00 PM
UDelaware	6
Drexel	
CCP	6:00 PM
TJUSOM	6:30 PM
Fox Chase	6:30 PM
Widener	6:00 PM

University	Is care provided during academic year only (9-10 months?) or entire year?
Stanford	Probably yes (No negative info)
UPenn	yes
CalBerkeley	yes
UMichigan	entire year
UMinnesota	entire year
Pitt	only time we're closed during Christmas/New Year...follow university schedule
UMD-CP	Yes. But the school also offers a 6-wk summer camp and the university also lists many summer camps on campus: https://uhr.umd.edu/family_care/summer-camps/
GWU	All year round, holiday exclusions
UDelaware	they had an option listing summer camps
Drexel	
CCP	entire year
TJUSOM	year round; only closed for a few major holidays
Fox Chase	all year
Widener	yes

University	Do faculty have choice to send children to care during summer?
Stanford	Not sure on these facilities. The university offers summer camps.
UPenn	yes
CalBerkeley	yes, only 2-5 years old
UMichigan	yes
UMinnesota	you can skip summer if you pay to hold your spot.
Pitt	yes. they send them b/c it's in such demand and they have to pay for care whether or not they use it.
UMD-CP	Summer camp is offered
GWU	yes
UDelaware	not clearly delineated
Drexel	
CCP	Two weeks of leave (anywhere in a year) is allowed without paying tuition; beyond it, we need to terminate the enrollment and then to register again (paying the new registration fee \$40? or 80)
TJUSOM	yes
Fox Chase	all year
Widener	yes

University	Do faculty have choice to send children to care during intercessions (between fall and spring semester and/or between quarters?)
Stanford	
UPenn	
CalBerkeley	yes
UMichigan	not closed for the entire intercession; only for holiday break
UMinnesota	center is closed in week between christmas and new year's, other than that open and no discount given if children' don't attend
Pitt	yes.
UMD-CP	
GWU	yes
UDelaware	
Drexel	
CCP	Follow the same rule as the summer. The center is open for the whole year.
TJUSOM	yes
Fox Chase	
Widener	yes

University	Is sick care provided? (Please explain.)
Stanford	Not at these facilities. But there is a program by Bright Horizon (Back-Up Care Advantage)
UPenn	there is snow day and back up care but I can't log into website
CalBerkeley	
UMichigan	no, there are a list of conditions warranting exclusion from care
UMinnesota	no
Pitt	no.
UMD-CP	No
GWU	
UDelaware	not mentioned; they are closed when unviersity is closed
Drexel	
CCP	No
TJUSOM	no
Fox Chase	
Widener	no

University	What is respondent's view of overall care? (Excellent, good, fair, poor)
Stanford	The overall variety is good, though there seems no significant reduction in tuition rate. Even the CCSC (the coop) costs \$2110 for infant and \$1535 for a preschooler; if a parent does not participate coop, \$150-200 is added. Rainbow receives a national award from NAEYS for diversity.
UPenn	
CalBerkeley	
UMichigan	
UMinnesota	absolutely excellent care, it is one of the most sought after daycare facilities in the Twin Cities. 18 month waitlist so many children do not start until toddler age (siblings get priority for infant room). Connection to College of Education and use of evidence-based teaching methods is very appealing to people. Center is also NACYE accredited
Pitt	GREAT! My kid went and I was very happy.
UMD-CP	The quality of education at this school looks good. But it looks a small school (according to the photo; the capacity size is not found on the web) and thus the availability would be very limited. The annual tuition rate is \$11500 for full time and \$7500 for morning only.
GWU	
UDelaware	
Drexel	
CCP	The CCP child care center seems to be provided for students, not for employees. From the student side, it is decently good, considering the low tuition (\$40 per day). Even the regular tuition (\$80) would be not too expensive.
TJUSOM	
Fox Chase	Feedback is great, she really loves the center and the hours available.
Widener	

University Support for Childcare

University	Can faculty members access center for teaching or research purposes?
Stanford	Psych dept has its own nursery school. As CCSC is run by parents' coop, I believe it is possible but there's no info. Kinder Care has no information and I think not feasible at their centers. No info about the preschool programs.
UPenn	yes at penn children center. many affiliations iwth penn
CalBerkeley	
UMichigan	
UMinnesota	yes, parents separately provide consent for research activities, many education and other students work at the center part time
Pitt	yes
UMD-CP	Yes, it is run by College of Education.
GWU	
UDelaware	yes- there is a lab and student can be placed there, too
Drexel	
CCP	No
TJUSOM	yes (PT/OT students do practicum work/observations to gain experience with children; center would be open to research if approached by faculty
Fox Chase	
Widener	yes

University	Does university provide info about local child care? If yes, describe.
Stanford	Yes; the list and guide on the HR website;
UPenn	links to websites
CalBerkeley	no
UMichigan	
UMinnesota	yes
Pitt	Parents are provided a number to access a list of other centers, but they do not recommend alternatives
UMD-CP	Yes, the list and the partnership with the state-wide referral service
GWU	Yes, they have a very robust system for figuring out all different care options—from babysitting to emergency or temporary care. Not clear that any of this care is offered directly by the university; rather, they help you find it.
UDelaware	yes- see recruitment site http://www.udel.edu/udjobs/resources/letters/RecruitBroch.pdf
Drexel	
CCP	No
TJUSOM	Info presented at new hire orientation, including reminder about 10% discount to Kindercare or Champion (sister brands to CCLC)
Fox Chase	
Widener	i didn't see any on website

University	Do faculty members' children get preference on wait list for care? If yes, describe.
Stanford	Yes at 5 child care centers: the priority is given to "faculty, students & postdocs, and university staff, respectively." The preschool programs are located in the residential area for international grad student families. The top priority is given to the residents in the area; then, other students/faculty/staff/postdocs are given the second priority.
UPenn	yes at penn children's center
CalBerkeley	yes, first faculty/staff, then students, then community
UMichigan	yes
UMinnesota	no
Pitt	first come first serve to use the services, but every child has to be affiliated with campus as either faculty, staff, or student as parent/guardian
UMD-CP	Yes at the lab school: "Priority is given to the children of faculty, staff and students of the University of Maryland (affiliates)."
GWU	It doesn't appear that they get preference
UDelaware	yes on some
Drexel	
CCP	No
TJUSOM	Center is only for Jefferson families now, they used to serve wider community and at that time gave preference to Jefferson families
Fox Chase	
Widener	doesn't say

University	Does university provide cash/payroll subsidies for child care of any kind? (Only for center care tuition?) If so, describe.
Stanford	No
UPenn	discount tuition for penn children center http://cms.business-services.upenn.edu/childcare/tuition-and-enrollment/enrollment-information/31-tuition-general-information.html
CalBerkeley	discounts available for students
UMichigan	tuition grants for students, faculty, and staff with a child already currently enrolled
UMinnesota	the childcare center tuition is on a sliding scale with minor discounts for lower-income families
Pitt	subsidy provided; not clear on amount
UMD-CP	No
GWU	Tuition reduction for faculty
UDelaware	not the university
Drexel	
CCP	No. The tuition discount for CCP employees is only \$5 (per week/day?: the regular tuition is about \$80), while the students get 50% discount.
TJUSOM	Tiered tuition based on annual household income; they also accept state funded subsidies, which often cover the rest of cost for low-income families (minus a small copay)
Fox Chase	Rate is based on household income. There is a flat rate for non employees.
Widener	10% discount for faculty and staff

University	Does university provide physical space for the child care center on campus? If yes, describe.
Stanford	Yes: the space is rented to CCSC for free.
UPenn	St. Mary's is on campus
CalBerkeley	There are 5 centers on or around campus
UMichigan	yes; several on-campus options
UMinnesota	yes
Pitt	yes
UMD-CP	Yes
GWU	Yes, but it is run by a third party
UDelaware	not sure
Drexel	
CCP	Yes
TJUSOM	yes, which allows for tiered tuition and more curricular resources than offered at other CCLC centers
Fox Chase	
Widener	

University	Does the university help families obtain overnight care when faculty need to travel? If yes, describe.
Stanford	Yes: by Bright Horizon (Back-Up Care Advantage)
UPenn	provides a free and confidential 24-hour phone and online service that can also help current faculty and staff find child and elder care.
CalBerkeley	
UMichigan	
UMinnesota	no
Pitt	no.
UMD-CP	No
GWU	Yes, their Wellbeing Hotline has this service on the list of items
UDelaware	not mentioned
Drexel	
CCP	No
TJUSOM	Faculty could use their 10% discount at a kindercare that offers overnight care
Fox Chase	
Widener	

University	Does the university reimburse families for overnight care when faculty need to travel? If yes, describe.
Stanford	It seems not.
UPenn	
CalBerkeley	
UMichigan	
UMinnesota	no
Pitt	no.
UMD-CP	No
GWU	
UDelaware	not mentioned
Drexel	
CCP	No
TJUSOM	no
Fox Chase	
Widener	