



Child Care at Temple: Today and Tomorrow

A Proposal for Child Care Benefits at Temple University

Since the mid-1990's, when the Temple University Child Care Center at Broad and Masters Streets closed due to hazardous conditions of the building, there has been no child care center on campus for the children of faculty, students, or administrators. The absence of quality childcare on campus has a negative impact on not just faculty but the university community as a whole. In response to this situation, TAUP and the Faculty Senate formed The Child Care Committee to investigate the current situation and formulate proposals for the university administration to consider.

A 2018 survey of 266 members of the bargaining unit showed overwhelming support for child care benefits of all types. Strongest support was for on-site campus child care centers for children aged 2 and above (93%), for lactation rooms (93%), and for after school child care (91%). More than 87% of the respondents supported back-up care for school-aged children, and 80% supported back-up care for elderly family members needing care when regular care was not available.

A Winning Change for Everyone!

Providing child care at Temple University for faculty and member's children will improve the quality of life for employees, the excellence of undergraduate and graduate education, the university's national rankings, and our standing as a Research 1 University in four specific ways...

- **Employee Recruitment:** Support for child care is one of the benefits that is important to productive young researchers and scholars. If Temple is to compete with "reach", national and regional schools to attract young, productive researchers and scholars to our University, offering child care benefits is crucial.
 - Of the eleven universities in large urban centers across the nation, nine offer child care benefits. Seven provide child care centers on or near campus for children three years or older, while five of these schools also offer center care for infants and toddlers. Two other schools – George Washington and NYU-- offer help with finding child care and child care subsidies
- **Employee Retention:** Child care is expensive; many of our faculty, librarians, and academic professionals are not able to afford quality care. A number of bargaining unit members reached out to the Committee urging the union to advocate for child care benefits because they don't see how they can continue working at Temple without at least some support for child care.

- In a 2017 article in the *Chronicle of Higher Education*, Mario Wagner provided evidence that child care supports are needed to keep academic scientists, both men and women, from leaving academic science.

- **Increased Employee Availability to Students:** Currently, faculty members have a choice when their normal childcare falls through—take their children to school with them or cancel classes, meetings, and work travel. Providing back-up care programs would ensure that faculty members, librarians, and academic professionals would never have to cancel meetings or classes due to child care disruptions.
 - Faculty members schedule office hours around their child care responsibilities, but, when problems like a sick child or closed childcare center arise, they are less likely to be working in their offices for students and other faculty members to drop in and chat, resulting in fewer opportunities for student-faculty interaction.

- **Increased Student and Faculty Research Opportunities:** Providing on-site child care would provide on campus access to young children for faculty engaged in research. Currently, faculty members expend considerable costs and energies recruiting pilot subjects for their research, spending hours advertising and contacting individual families one family at a time.
 - Many comparable schools to Temple have child care centers that can be employed for collecting pilot data that faculty can include in their proposals for external funding and for training undergraduate and graduate student researchers, giving researchers at competing schools advantages in securing external research funding.

Committee Proposal for The Future

1. **A child care center on campus**, run by an independent not-for-profit or for profit provider such as Bright Horizons. Temple would provide the space and maintenance for the space, and the contractor would provide all the management, billing, staffing, and curricular functions. Additionally, if Temple builds a new center on campus, the Center could also be open to our neighbors in North Philadelphia, and they should be consulted about any new program or building from the start to avoid the mistakes of the past.

2. **Subsidies for families using child care** up to 10% of the cost of care. From our survey, we estimate that approximately 100 families at any given time might cost approximately \$150,000. To ensure employee availability on campus, employees receiving subsidies would be required to use full time care (at least 35 hours).

3. **Back-up care for children and elderly.** Back up care benefits enable employees to get to work when their regular care arrangements break down. Back up child and elderly care for an institution our size would cost the University approximately \$97,500 annually for a 3 or more year contract term.

4. **Lactation rooms** easily accessed by employees.