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*Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
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April 15, 2020

**JANET NAPOLITANO, PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Child Care Access

Dear Janet,

At its April 1 meeting, the Academic Council unanimously endorsed the enclosed letter from the University Committee on Faculty Welfare (UCFW), expressing concern about differences across UC campuses in the availability and cost of child care, the often prohibitive cost of child care, and the long waiting times to access child care on some campuses.

Council agrees that affordable and equitable child care access is critically important to the welfare of UC families, the University's ability to recruit and retain a diverse and productive faculty, and the imperative that we support the welfare and advancement of women faculty.

Council understands that in this period of a shelter-in-place directive for the state of California, it is impossible to have child care except from within the child's residence, and by adults who live with the child. Council also understands that the COVID-19 crisis presents significant challenges for the University and will likely have effects that limit its near-term ability to enhance benefits such as child care; however, we do nevertheless want to communicate this longstanding concern, and ask the administration to consider strategies for enhancing affordable child care options when conditions become suitable.

Please do not hesitate to contact me if you have additional questions.

Sincerely,



Kum-Kum Bhavnani, Chair
Academic Council

cc: Academic Council
UCFW Chair Saphores
Provost Brown
Vice Provost Carlson
Director Pon-Gee
Senate Directors



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Jean-Daniel Saphores, Chair
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April 7, 2020

**KUM-KUM BHAVNANI, CHAIR
ACADEMIC COUNCIL**

RE: CHILD CARE ACCESS

Dear Kum-Kum,

As you know, UCFW has long advocated for family-friendly policies, both as a matter of fairness and as a tool for recruitment and retention. Child care is particularly important to younger faculty and, especially, to female faculty who still shoulder a disproportionate share of parenting. Indeed, a Berkeley study by Mary Ann Mason and Marc Goulden shows that women who have a child during their tenure-track years are 25% less likely to get tenure than a man during his tenure-track years. The availability of child care is also critical to our students: according to a 2014 study by the Institute for Women's Policy Research, approximately five million undergraduates are parents. Providing convenient, quality, and affordable child care is therefore good policy for UC and a check on UC's commitment to equity and gender diversity.

Just like five years ago, UCFW members have surveyed child care availability across UC campuses. Our findings are mixed and often disappointing; they also reveal stark differences across campuses. On the bright side, all but one campus currently offer child care on-site. UCI, for example, has no fewer than six on-campus child care centers. However, the cost of child care is often prohibitive, and it varies substantially across campuses – from a low of \$1,151 per month for infants at UCM to a high of \$2,350 for infants at Berkeley. Moreover, most campus child care locations experience excessive waiting times: for infants, they often range from six months to a year (as of the end of 2019, for UCR and UCM, for example), or longer (12 to 18 months for young infants at the Early Education Center at UCSD). The situation is worse at UCSF, where the waiting time for pre-school children can exceed three years (e.g., at the University Child Care Center at Mission Bay).

UC can and should do better. Stanford, for example has six on-site early childhood education programs that serve infants to five-year old children, and it offers tax-free grants to eligible university employees and students. A number of Cal State campuses offer affordable child care on campus to students and faculty. For example, at the Isabel Patterson Child Development Center (Cal State Long Beach), the monthly full-time cost for a toddler is \$1,120 for staff and faculty.

As we work together to see us through the significant challenges we face with the COVID-19 pandemic, we urge you to work with the Provost and with the UC campuses so they are able to start providing more affordable, quality child care either on or close to each UC campus in order to increase long term stability, student satisfaction, and faculty retention. We suggest exploring philanthropy,

partnerships with the private sector (e.g., with Montessori Schools), and building child care centers jointly with student housing with reserved positions for faculty and staff. We are concerned, however, with the replacement of UC child care centers with for-profit child care centers because the latter are often more expensive and provide lower quality services. To be true to its commitment to families, it is critical for UC to finally provide affordable, quality child care, not only for its faculty, but also for its staff, its students, and its post-doctoral scholars.

We look forward to working with you on this critically important topic.

Sincerely,

Jean-Daniel Saphores, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate
Susan Pon-Gee, Senior Director, Health and Welfare Benefits, Benefits Programs and Strategy, HR
Susan Carlson, Vice Provost, Academic Personnel and Programs
Rachael Nava, Executive Vice President and Chief Operating Officer