

To: The University Senate
From: Faculty Affairs Committee and Equity and Diversity Committee
Subject: Principles for on-campus/Purdue-affiliated child care
Disposition: University Senate for Discussion and Adoption

Rationale: Availability of childcare remains a critical factor in promoting employment equity and also constitutes a significant opportunity for recruitment and retention of faculty and staff.

Cost of childcare is also a challenge for many in our community. There is a sliding scale fee structure in place at the current center, but the lowest income bracket is scaled for those who make \$75,000 or less. This results in fees ranging from \$208 to \$273 per week (roughly \$10,000 to \$14,000 per year) dependent upon the age of the child in care.

Our current minimum annual salary for graduate students is \$18,538. Our current minimum annual salary in the lowest staff pay band (S005) is \$20,800.

Multiple publications in the past year have described the impacts within academia directly related to childcare and household labor burdens during the pandemic. Each publication has uniformly reported disproportionate negative consequence for women, particularly those who are junior in their careers.

The impact of childcare burdens on our own faculty have been shown to disproportionately affect women across all ranks.

Proposal: We encourage PRF and Purdue University to fulfil their goal of ensuring that adequate childcare places will be available on campus now and in the future.

We support the application of market research to determine whether *additional places* are needed beyond the 150 originally planned and budgeted for by the Physical Facilities Committee of the Board of Trustees.

Furthermore, we recommend that all child-care opportunities provided through Purdue or PRF should follow the principles and

practices currently applied in the Ben & Maxine Miller Child Development Laboratory School including but not limited to:

Employing teachers that meet or exceed teacher qualifications for NAEYC (National Association for the Education of Young Children) accreditation and state requirements.

Guaranteeing to be open when Purdue is open, including any federal, state or local holidays and any school district snow days that Purdue does not close.

Guaranteeing to meet Purdue employee's and students' needs first.

Guaranteeing that employees of the childcare center be eligible for salary and benefits equivalent to those afforded to Purdue staff of similar qualifications and rank.

Partnering with research and teaching units on campus to provide service-learning and similar opportunities for our students.

In addition, the sliding scale fees must be adjusted to reflect the full range of salaries being earned by staff and graduate students at Purdue University.

Committee Votes:

Faculty Affairs:

For:

Charlie Bouman
Min Chen
Sharon Christ
Bruce Craig
Alex Francis
Stephen Hooser
Ralph Kaufmann
Jozef Kokini
Seokcheon Lee
Brian Richert
John Springer

Against:

Peter Hollenbeck*
David Koltik

Abstained:

Lisa Mauer*

Absent:

Steve Yaninek

Equity and Diversity:

For:

Bharat Bhargava
Sammy Bonnet**
De Bush*
Alex Griffin-Little**
Lowell Kane*
Neil Knobloch
Klod Kokini
Terrence Meyer
Rodolfo Pinal
Sandy Rossie
Audrey Ruple
Ala Samarapungavan
Val Schull**
Kevin Stainback
Kip Williams

Against:

Abstained:

Alysa Rollock*

Absent:

Peter Bermel
Ximena Bernal
Susan Watts

*Indicates Advisor

**Indicates Student