Among public institutions, relative rankings by US News and World Report correlate strongly with level of support for faculty, as indicated by the number of fulltime childcare positions available per 1000 university members.
Including private institutions: US News and World Report rankings are much higher at institutions where faculty are well supported, as measured by the number of fulltime childcare positions available per 1000 university members.
History leading to the current childcare problem

Beginning with a first report in 1996, GPSS has continued for two decades to assess and document the need for University of Washington childcare.

From the October 2007 meeting of the UW Faculty Council on Women in Academia: In response to a question about using the UW Tower for childcare, Kornberg responded that the Tower has been removed from consideration and an alternate solution is under consideration: that is, to develop two of the Safeco surface lots to construct faculty/staff housing that would include childcare.

From the 2009 Baseline Report for the FCWA Career Cycle of Female Faculty: Almost 40% of all faculty members who responded to the 2008 survey reported being impacted by a lack of childcare during the previous 12 months. Inadequate childcare adversely affects not only women but also men: more than half of the men responding who had children under the age of 18 indicated experiencing decreased productivity (63%), work-life imbalance (60%), and work-life stress (73%).

Representatives from HR visiting FCWA explained that rather than build our own freestanding childcare center(s), every opportunity would be taken to include childcare facilities in new construction.

Housing in May 2015: The University of Washington and Seattle Children’s Hospital partnered with Security Properties / Madrona Ridge to offer quality apartment living in the U District with priority given to eligible UW faculty/staff and Seattle Children's employees.

NO ON-SITE CHILDCARE
2015 AAUP Survey Results

• Of 650 faculty respondents, 42% indicated they currently have under school age children in their home (37%) or are planning to have children (5%) within the next three years.

• More than one-third of faculty respondents indicated that an inability to obtain or pay for childcare has undermined their ability to perform their jobs.

• 60% of faculty respondents are dissatisfied with the availability of childcare.
The UW cannot remain an outlier

Posits:

• The university will either fall to the ranking indicative of the level of support received by its faculty (i.e. Texas A&M)

• Or, the UW administration will address with expediency the current inadequacy of UW childcare. Reasonable to hope then that relative rankings will be maintained / improved (i.e. University of Wisconsin)
University of Wisconsin

http://occfr.wisc.edu/child_care.htm

Seven centers on campus
  – Hourly and back up care available
  – Contract with outside child care centers as well
Childcare for 550 total, infants through preschool
Requires approximately 30,000 sq. feet classroom
Tuition for full-time care ranges from $211/wk - $410/wk
Expanding Autumn 2013
Programs in “Education Leadership and Policy Analysis” “Educational Policy Studies” and “Educational Psychology”
The proposed resolution on childcare drafted BY faculty FOR faculty and FOR the UW

WHEREAS, the University of Washington has fallen behind its peer institutions in providing flexible on-site childcare;

We have 266 full time childcare slots for UW families

<table>
<thead>
<tr>
<th>Priority</th>
<th>Infant</th>
<th>Toddler</th>
<th>Preschool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Housing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>$1423</td>
<td>$1243</td>
<td>$1108</td>
</tr>
<tr>
<td>University Housing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>$1498</td>
<td>$1284</td>
<td>$1123</td>
</tr>
<tr>
<td>UW faculty and staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>$1749</td>
<td>$1553</td>
<td>$1330</td>
</tr>
</tbody>
</table>

73 Childcare slots serving Harborview families (Operated by Bright Horizons):

<table>
<thead>
<tr>
<th>Priority</th>
<th>Infant</th>
<th>Toddler</th>
<th>Preschool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>$1608</td>
<td>$1422</td>
<td>$1169</td>
</tr>
</tbody>
</table>

54 Childcare slots serving UW faculty and staff families at West Campus Children’s Center (Operated by Haggard Nelson Childcare Centers):

<table>
<thead>
<tr>
<th>Priority</th>
<th>Infant</th>
<th>Toddler</th>
<th>Preschool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>$1705</td>
<td>$1520</td>
<td>$1255</td>
</tr>
</tbody>
</table>

We need:

- 300 additional childcare slots to reach our lowest ranked peer
- 400 additional childcare slots to reach our average ranked peer
- 2300 additional childcare slots to reach the level at Stanford
WHEREAS, the faculty recognizes the administration’s efforts to address this issue by appointing a full-time director for Childcare Development and Access;

We have: Amy Hawkins serving as director for Childcare Access since January 2015. We need: Five full-time directors for Childcare Development and Access to reach the level of our average ranked peer.

WHEREAS, the University of Washington continues “to create welcoming and respectful learning environments, promoting access, opportunity and justice for all.” (UW 2014 Statement on Diversity Mission).

BE IT RESOLVED that the faculty endorses the administration’s appointment of a director and a permanent advisory committee on Childcare Development and Access.

We have: A first advisory committee meeting with the director in April 2015. We need: Regular monthly meetings of up to two advisory committees to support the development of: 1) university operated lab schools, and 2) partnerships with outside vendors to provide high quality childcare and early learning.

Advisory committee members appointed by the director include: Randi Shapiro, Gail Joseph, Ilene Schwartz, Ann Mescher, Michael Fialkow, James Carothers, Amy Cizik, Joyce Yen, Robert Lubin, Henrietta Cottingham, Sarah Hall, Linda Eskenazi, Alice Popejoy, Stacey Holland, Diana Herrmann, Michael Warren, David Parsons, Don Driscoll, M. P. Christophel
BE IT FURTHER RESOLVED that through a permanent advisory committee the faculty will continue working with the administration to develop a family friendly environment at the University of Washington by the following actions:

- Develop accessible, near / on-site university childcare centers.
- Support collaborations between new campus childcare centers, affording access for families and ensuring excellence and quality programs for those served.
- Provide leadership in the field of early education, family relationships, and early mental health, essential to developing a qualified and informed (childcare) workforce in meeting the varied needs of our graduate and professional school students, faculty, and staff (families).
  
  Faculty members from the UW College of Education will continue to provide training and workshops for childcare providers.
- Strengthen family relationships by providing support and educational services that are based on research and best-practice methodology.
- Create (childcare) flexibility whenever possible to adjust and respond to the changing needs of campus families, the workforce, and our environment.
- Develop productive partnerships (with outside vendors, both on and off campus,) to facilitate access by the University of Washington community to a full range of childcare support.

We need: A permanent committee with members appointed by the Faculty Senate (or sub-committee appointed by FCWA and FCUFS) whose expertise and interests are to support the UW director for Childcare Access in the development of partnerships with outside vendors providing high quality childcare and early learning.