



BIENNIEM REPORT

2017- 2019

Children, Youth and Family Committee



**Oregon State
University**

TABLE OF CONTENTS

Overview and Charge	3
Presidential Charge	3
Membership	3
Executive Summary and Recommendations	4
CY&F Work 2017-2019	6
Highlights of Monthly Meetings	6
Subcommittees (Priority Areas)	7
Culture and Philosophy	7
Listening, Marketing, and Celebration	8
Policy	8
Appendices	10
Appendix 1 – OSU Family Stories	10
Appendix 2 – Family Resource Center Child Care and Family Support Initiatives Updates	15
Appendix 3 – Press on child care issues at OSU	18
Appendix 4 – Letter from President Ray to PCOSW re: Paid Parental Leave Policy	19

OVERVIEW & CHARGE

Children, Youth, and Family Committee

The Children, Youth, and Family Committee was created in 2017 via the passage of the Faculty Senate Child Care and Family Resolution. Acting on this resolution President Ray appointed a broadly representative and permanent children, youth and family committee.

Presidential Charge

The Oregon State University Children, Youth and Family Committee is charged to guide university-wide planning and implementation of efforts to address and advocate for the family and dependent care needs of students, staff and faculty. The Committee will review progress on university strategies related to children, youth and families, seeking input from other stakeholders as needed, and will provide an annual report to the President, the Provost, and the Faculty Senate to inform and advise future university strategies and directions. Based on the Committee's evaluation of the previous year's progress it will recommend specific actions for the coming year.

Membership

- Jeff Baxter, CSSA graduate student, Student Fee Committee advisory board liaison (09/2017-06/2018)
- Whitney Brown, Human Resources – (01/2018 – 09/2019)
- Bridget Hatfield, Social & Behavioral Health Sciences, Asst. Prof, (09/2017 -)
- Tammy Jennings, Human Resources - 09/2017-01/2018
- Amy Luhn, Director, Family Resource Center (09/2017 -)
- Gabriel Merrell, Director, Access & Affirmative Action within Equal Opportunity and Access, co-chair (09/2017 -)
- Hannah Gascho Rempel, Science Librarian, Assoc. Prof., co-chair (09/2017 – 09/2019)
- Candace Russo, Healthy Youth Program - Linus Pauling Institute (09/2017 – 09/2019)
- Christina Schaaf, Coordinator, Office of Work-Life (09/2017 -)
- Karen Swanger, KidSpirit (09/2017 -)
- Slade Thackeray, KidSpirit (09/2017 – 12/2018)
- Mary Thompson, Faculty Economic Welfare and Retirement Committee (09/2017 -)

EXECUTIVE SUMMARY AND RECOMMENDATIONS

Executive Summary

In the first two years the committee laid groundwork for guiding university-wide planning and implementation of efforts to address and advocate for the family and work life needs of students, staff, and faculty. Efforts focused on learning more about relevant programs and services at OSU, providing input on OSU policies relating to children and families, identifying how the OSU community does and does not provide support for OSU employee and student families, and where there is room for development and improvement in the University community. In moving forward with this report, the Committee believed it important to identify our working definition of “family.” We felt this was best defined by the following quote from, Kelly Chandler, Asst. Professor, CPHHS pulled from an April 2018 issue of The Barometer: “There are many ways to define family. A more inclusive way to define family that captures the complex and diverse types of families today is by focusing on their primary functions. Family can be defined as at least two individuals who share history, have emotional ties with one another, and depend on one another to meet each other’s needs.” When we choose to define family through this broad lens of inclusivity, we intend to capture the depth and breadth of households represented by OSU students and employees.

The eleven members of the committee participated in ongoing discussions to identify and address areas of concern. The committee invited speakers to highlight the services already in place at OSU such as Care.com, KidSpirit, Pre-College Programs, and FMLA/OFLA, to name a few. Other offices on campus reported related information such as the University Ombuds Office and how it is not uncommon for visitors to this Office to describe (self-report) how their negative workplace experiences have affected their health and well-being. Shared consequences of affected health include: increased use of sick days, increased need for workplace breaks, work related use of mental health services, increased visits to doctors’ offices, increases in symptoms associated with chronic health conditions and chronic pain, added stress, heightened expressions of anger, and feelings of loss and disempowerment. As a result, the Ombuds Office often discuss with visitors strategies for self-care and the University resources to assist them.

In addition, through the identification of priorities, subcommittees were created focusing on an aspirational university culture in support of people and family issues, related policies and guidelines, and listening and promoting existing services. The following recommendations for the President and other senior leaders emerged from work these past two years:

Recommendations

1. Adoption, implementation and modeling of a University wide Culture of Care over the next two to three years.
 - a. Initiate conversations with institutional leadership regarding the importance of adopting and acting from a Culture of Care, i.e. what are the individual behaviors and actions that embody a Culture of Care. Work on direct communication of Culture of Care to deans, department chairs, and other senior leaders as appropriate to market this philosophy and move toward action.
 - i. Assistance from University Relations and Marketing to develop a plan of how best to roll out university wide communication
 - b. Assistance from University Relations and Marketing and Human Resources around how to best help families understand what is available to them when they begin their work or studies at OSU with the knowledge that this may not look the same for all families who each have unique needs.
2. Increase financial investments in capacity and affordability of early care and education and after school and non-school day care.
 - a. Facilities
 - b. Our Little Village short term, drop in child care for employees
 - c. KidSpirit funding
 - d. Foundation support
3. Address systematic institutional support for cross-cutting issues that do not have a home (i.e., no one unit can resolve all of the issues related to OSU employees and students with children and other dependent care needs)
4. Adopt and implement children in the workplace policy

Directions for 2019/20

1. Establish committee bylaws
2. Continued internal Committee work and efforts with leadership on the early care and education issues specific to expanded capacity and affordability
3. Continued work on the adoption, implementation and modeling of a university wide Culture of Care
4. Thorough review of higher education and corporate best practices to identify gaps and opportunities for OSU-driven innovation
 - a. Full policy review internally as well as benchmarking peer institution CYF supportive policies
5. Implementation of the Children in the Workplace policy
6. Work on creation of a policy for Children in the Classroom

CY&F WORK 2017-2019

Highlights of Monthly Meetings

Committee meetings focused on sharing information about issues facing children, youth, and families in the OSU community, as well as making decisions about which of these issues to begin targeting. Much of the targeted work began to happen in the subcommittees as described below.

We also invited providers of campus services that impact children, youth, or family to visit our committee meetings and share about the work they are doing and the needs they have. The following is a list and brief description of the service providers we heard from in 2017-2018:

- KidSpirit – This on-campus high quality after school and summer camp youth enrichment and child care program, founded In 1961, is looking for ways to increase subsidies in support of summer programs and to increase their afterschool programming. The KidSpirit no school day program, ACES, was established in 2003 to support working and studying parents during school district academic year closures. Parents are in need of similar programming for afterschool hours.
- Pre-College Services – These services are distributed throughout Oregon, as well as on-campus programs. They focus on helping students to see themselves as future college students, with a focus on STEM. They specifically target rural, underserved communities. They have program and policy guidelines for how they work with the children in their programs.
- Office of Human Resources: FMLA/OFLA – Described the different scenarios in which these two programs overlap and provide access to leave for families.
- Office of Work Life – Overview of Care.com – an online subscription service for connecting OSU affiliates with care-based needs. A record number of OSU affiliates (6%) are accessing Care.com, and 85% of the jobs people are looking for are child care-related. Discussions on backup care through Care.com. Overview of Dual Career support through Office of Work Life.
- Family Resource Center - highlighted services included campus children's centers and Our Little Village short term drop in child care for parenting students, network of campus lactation rooms and other lactation supports/services, student and employee child care assistance funds, individual support as needed, special events
- Healthy Youth Program - Background - outreach branch of LPI. Mission - Empowering youth and families to achieve optimal health through hands-on education. Pre-K, after school and summer school programs.

Subcommittees (Priority Areas)

Culture and Philosophy

The Culture and Philosophy Subcommittee was created to address the lack of a formalized, institutionally “owned” culture of care, both in stated language and practice. OSU’s employees and students are OSU’s foremost asset; the holistic health, workplace satisfaction and academic success of each of us forms the foundation of our institution and drives OSU’s mission into action. A Culture of Care is the foundation which supports work life programming such as that supporting employees and students with dependent care needs and responsibilities.

Subcommittee work initially focused on:

- Review of corporate culture and the impact on employee health, well-being, productivity, etc.
- OSU’s Strategic Plan 3.0
- Culture of Care inventory of existing OSU programs and services that support SP3.0 as well as an "opportunities/wish list" inventory
- Brief review of highlights from draft of SP 4.0.

In researching and discussing institutional and corporate cultures, both the intentional creation as well as evolution of an organization’s culture, it became clear that this work is “top down” work; leadership adopts a stated culture, in OSU’s case a Culture of Care, and then through a myriad of avenues leadership puts that culture into action, which eventually becomes an enculturated way of being at OSU. People want to feel cared about. And at OSU we have the ability to build that kind of caring into our Beaver DNA.

The three key tenets that consistently emerged in our work were grounded in a Culture of Care: Caring for Each Other in Community:

Trust: trust in each other and our shared OSU mission, which includes a valuing of each other’s health and wellness

Service: active engagement in building an OSU community in which we aspire to work and study

Innovation: willingness to experiment with policies and strategies that create healthy community

SP 4.0, designed to guide us into 2024 calls out the “building [of] an organizational culture founded on the values of inclusion, mutual respect, good physical and mental health...” Given this use of language in the draft of SP 4.0, a formalization of a Culture of Care can

move from an aspirational culture to a way of working and studying at Oregon State University.

Listening, Marketing, and Celebration

The Listening, Marketing, and Celebration subcommittee created several opportunities to hear from a variety of OSU constituents about their children, youth, and family concerns. The small group held two listening sessions in the MU and heard from numerous student parents. The small group also partnered with ASOSU on a shared Bring Your Kids to Campus Day activity. The shared activities for Bring Your Kids to Campus Day included more opportunities for listening, flip charts for recording suggestions, as well as kid-friendly crafts. In the coming year, we hope to create new partnerships, e.g., International Moms Group or graduate student parents, to facilitate new routes for hearing parent and family insights and concerns.

The Listening, Marketing, and Celebration subcommittee also looked at several ways to promote the services that are available to parents and families at OSU. The subcommittee created videos of the following programs and resources: KidSpirit, Our Little Village|Library, Our Little Village|Dixon, Azalea Child Care Center, MU Family Lounge, and Champinefu Lodge Family Lounge, (<https://kidspirit.oregonstate.edu/child-youth-and-family-resources>). The Bring Your Kids to Campus Day booth we sponsored also highlighted services for families. In the coming year, we plan to finish recording the promotional videos for the following programs: Beaver Beginnings Child Care Center, Lactation Rooms, PreCollege Programs

The subcommittee also drafted a “Did you Know?” campaign with outreach materials to be further developed during the 2019/20 academic year with an anticipated roll out in fall 2020.

Policy

The Policy group engaged in research on existing OSU policies with the goal of inventorying current policies and identifying gaps. The group also received a request from Senior Vice Provost Susan Capalbo to prioritize creating a policy on Children in the Workplace and Classroom. The group decided to separate the two topics of classroom and workplace, and focus on workplace first. The group researched related peer institution policies, drafted, and vetted a new Children in the Workplace policy with key university leaders. This committee anticipates adoption of this policy in our work in the 2019-20 academic year.

- In addition, lengthy conversations have led to a list of policy goals for the 2019-2020 academic year and beyond.

- Children in the Classroom. Focusing key sensitivity and vetting towards how to meet a policy goal of minimizing children in classrooms while being inclusive of student parent and instructor parent situations.
- Paid Parental Leave. Understanding how the existing policy has functioned, and if there are additional gaps the committee could help address. Discuss with leaders the comment from President Ray in letter to PCOSW chairs (Appendix 4) about expansion of policy.
- Unclassified Staff Donated Leave. A topic we understand has been broached by the President's Commission on the Status of Women. We will engage in the conversation with the President's Commission on the Status of Women to determine what our Committee may contribute in support of this initiative.
- Sick leave definitions. Understanding why OSU defines family in a certain way, and talking through if a revised definition could be more flexible and inclusive of employees who consider a very close family member to be one outside of the current list. OSU's current leave administration manual defines family as an employee's immediate family (employee's parents, wife, husband, children, brother, sister, grandmother, grandfather, son-in-law, daughter-in-law or another member of the immediate household).

APPENDICES

The appendices contain many employee and student stories to illustrate the unique challenges of working, studying, and raising children in our campus community. These stories are shared with the intention of providing a snapshot supporting the need for a continued evolution of a culture of care and work-life fit at OSU. In addition, family support initiatives updates and press/news on OSU child care issues is contained in appendices.

Appendix 1 – OSU Family Stories

These stories have been shared with permission.

Story 1

First it is important to understand that without adequate child care, it is impossible for many working parents at OSU to fully function as productive members of the OSU team. I, as you may know, am a sole parent of twin 9-year old girls, one of whom has rather pronounced and clinically diagnosed autism. As such, I have no “backup” parent to jump in and care for my children when I have to work while my daughters’ school is in session. Further, I spend summers working at home on projects designed to lead to lucrative grant funding, and such work cannot be performed adequately with two girls in the home constantly depending attention. For parents like me, having access to quality childcare is absolutely necessary for us to do our jobs.

My concern is that there is an impression that there are many options for affordable childcare in Corvallis, in particular the local Boys and Girls (B&G) club. Unfortunately, as other parents in our community have discovered, the B&G club does not provide the kind of structured care that concerned, ethical parents require, and does not fully accommodate children with special needs. For example, at Jefferson Elementary school (where my daughters attend) the after-school “Stars” program, run by the B&G club, was staffed by a few disengaged, bored and disrespectful teenagers who eventually refused to provide care for my autistic daughter, Lydia, as she would occasionally wander off unless she was carefully monitored by staff. A similar experience was had recently at the B&G summer camp where my children were again denied full access to camp resources due to Lydia’s autism. In both cases, we were told by aggressive and dismissive B&G staff and leadership that the B&G organization did not have the resources to deal with unprofitable children like Lydia due to the extra costs involved.

In stark contrast with the unprofessional and discriminatory treatment I received at B&G club, the staff at the KidSpirit program at OSU have consistently gone out of their way to provide quality, ethically conducted, and concerned child-care for both of my daughters, including my autistic daughter Lydia. The counselors were *always* professional, *always* concerned, and *always* willing to work with me (and other parents) if any issue would arise. The classes provided *structure* (not just lackluster observation) and consisted of a combination of both physical fitness and classroom education. Lydia did, of course, require extra attention and staffing. However, despite this she was *not* turned away and was instead given the care she required. The counselors were generally students at OSU (many in Public Health) who were adept at putting into practice many of the principles of Public Health care and

accommodation that they are taught in our classes. The director of KidSpirit, Karen Swanger, despite what is clearly an overwhelming workload, has consistently run the program with compassion and with the highest level of professionalism.

Thank you, Dean Nieto, for reading this somewhat long email and allowing me to provide a “plug” for the KidSpirit program at OSU. If there is anything I can do to further advance the mission of the program and to further the efforts the good work the people at KidSpirit provide, please do not hesitate to let me know. Further, I strongly support continued institutional support for the program, including efforts to make it more affordable, as KidSpirit is essential for so many OSU employees who depend on it to provide to support we need to do our jobs.

Regards,
John Molitor, Ph.D.
Associate Professor, Oregon State University

Story 2

Cindy is a classified employee working in a small private space, doing a lot of data entry. Her husband, Steve, is a graduate student. As a cash strapped student family, they struggled to find and afford local child care for their baby, Sophie, for when Cindy returned to work. They were finally able to access a local family provider and to keep costs down, Steve juggled his studies and lab hours in such a way that he was able to limit the number of hours Sophie needed care. As winter term approached, Steve’s academic needs shifted in such a way that caring for Sophie, to the degree that he was, was not possible that term; there was a gap in care on Tuesday and Thursday afternoons. Cindy approached her supervisor, requesting that two afternoons/week for winter term, she be allowed to bring Sophie to work for a few hours. Sophie was still an infant at this point and could either hang out in her porta crib or Cindy could wear her in their baby carrier. Cindy has a standing desk and felt she could easily do the data entry elements of her position with Sophie in her office. Cindy’s supervisor was not willing to embark on this accommodation, even for a trial period, which resulted in Cindy and Steve going further into debt for his graduate degree and the accompanying stress of that situation.

Story 3

Kate was a candidate for a tenure-track position, potentially moving her family (husband and toddler) up to Corvallis from California. Kate’s husband was leaving his position for their relocation and, as a dual career couple, hoped to secure employment in the Corvallis area. Upon hearing that there was no available child care and that the waitlist was 12-18 months Kate declined the academic offer and accepted an offer elsewhere. At the university Kate accepted employment, child care availability is considered a benefit and that coupled with the dual career support had them declining OSU’s offer.

Story 4

Helena is a vet med student and the mother of a two-year old. If she could have postponed motherhood until after medical school she would have, but due to a health condition Helena could not postpone parenthood. Part of the Vet Med program includes a 3-week internship up at the Humane Society in Portland. When I asked her about this, Helena expressed that numerous mothers in the program express dread and trepidation about this aspect of the program which requires, basically, parent-child separation for almost three weeks straight. When I inquired about Salem or Eugene as potential sites, much closer to Corvallis and more “doable” from a commute standpoint, Helena

indicated that those sites are not allowed. Not only does this program element weigh heavily on her but, again due to her health condition, if she and her husband wish to have a second child (which they do) then time is of the essence. When Helena thinks about covering the costs of full time child care for two non-school aged children, she literally has no idea how they could make that work. At this point, she doesn't know if they can afford a second child and if they wait until they can, she worries about whether she could even get pregnant at that point.

Story 5

Kristin returned to work after a maternity leave of 3 months. Knowing that she wanted to continue nursing her baby, hoping to wean him around 12 months, she reached out to the Family Resource Center (FRC) for some guidance and for an access code to the network of campus lactation rooms. Some time passed before FRC staff crossed paths with Kristin again. When we did reconnect, after inquiring about her baby, her health, etc. she shared that she'd had to stop nursing him earlier than she'd planned and hoped. Kristin shared that it just became too stressful and that her supervisor was constantly monitoring the time she spent away from her desk to pump. And, that it got to the point where her stress was impacting her ability to even pump so she just gave up.

Story 6

A department was getting ready to relocate on campus and the head of the department, being proactive in supporting the several nursing mothers, reached out to the Family Resource Center (FRC) to discuss the inclusion of a lactation room in the newly renovated space. Upon reaching out to the project manager and inquiring about including a lactation space, FRC was told there were no plans to include a lactation room and that it wasn't possible. And, that the "designated" space for that building was an alternate building, a building which was across and down the street a bit. When FRC pointed out that when it was the middle of winter, dark, cold and rainy that the other building location was far from optimal, FRC was told that those employees "would figure it out." Once the department had relocated into the space, FRC reached out to the department head and partnered to identify a very small meeting room that, with some creativity, was converted to a temporary lactation room. This temporary lactation room was in place for several years until a permanent, designated lactation room was finally created.

Story 7

Louisa, an employee, appeared at the Family Resource Center offices one afternoon in a complete panic. Prior to that moment, FRC had never met her; she had never accessed FRC because she had previously been unaware that it existed. Louisa's panic was rooted in the fact that she'd just had a call that her child care provider had been "shut down" by the state, a provider that was neither registered nor licensed by the state. Louisa shared that she'd had concerns about the provider but that she hadn't been able to find or afford "better" care for her daughter. Now, not only did she have the panic of "now what, I have no child care!", but her nagging sense that the place she was leaving her child Monday through Friday was suboptimal, was confirmed by the fact that the state of Oregon shut it down.

Story 8

Sue is a single mother, dual enrolled at OSU and LBCC, in her Junior year. She works during the summer, but not during the school year due to her status as a student and mom. She is paying \$1,115 per month for rent and has been on the waitlist for Orchard Court family housing, since she has been a student at OSU. She is also receiving SNAP benefits and most months she puts

expenses on her credit cards that would go unpaid otherwise. This fall term her courses are online only, which means that she is not paying the Student Incidental Fee and so does not qualify to be awarded Child Care Assistance through the Family Resource Center to help cover the child care costs of her two sons.

Story 9

Fatimah is an International undergrad student from Saudi Arabia, here with her husband (who is an INTO student) and their 2 children. Their children attend Beaver Beginnings child care, which has subsidized rates for students. **Thirty-three percent** of the monthly income that their Embassy pays them to live in the United States, goes towards the cost of child care. They need both of their children in child care so they can attend class, focus on their studies and build their English-proficiency skills.

Story 10

Mary is starting the 5th year of her PhD program. She transferred to OSU as an undergrad in 2005. She and her husband have 2 school-aged children who both attended Beaver Beginnings when they were younger. About 6 months ago, Mary's husband lost his job, got hired for another job and has now lost that job. They ended up having to sell their house and move in with Mary's parents. They just weren't able to keep up with after school and summer child care expenses, student loans, a mortgage payment, etc. Mary's parents are now divorcing and it looks like neither are planning to keep the house that Mary and her family have been living in with them. Mary is not sure where her family is going to live. Careful budgeting can only get them so far, when currently their only income is Mary's 0.4 FTE graduate assistantship. Additionally, her assistantship is only guaranteed through Fall Term 2018, at this point in time.

Story 11

Samantha is a PhD student working toward a dual-major. Samantha and her husband moved to Oregon in 2016, so she could attend OSU. They have a 2-year old son, 6-month old daughter and 2 dogs. They had a nanny caring for their children part-time, but the nanny left to have her own child. Since then, they have had an exceedingly difficult time finding child care, let alone affording it. Their son has been on the waitlist at Beaver Beginnings (since before he was born) and they added their daughter recently. As Samantha was looking for child care elsewhere in Corvallis, she found out that most of the child care centers in town are full, don't have room for infants or are way out of their budget and so they hired another part-time nanny. Samantha is continuing to work toward her PhD, starting without a Master's degree, and only working on it 24 hours per week (when the part-time nanny is caring for the children). She works unbelievably hard managing the house (while her husband is at work), the finances, the children, child care and her studies. She wants to be an outstanding student so that she can positively represent student parents and demonstrate their value to the academic community.

Story 12

Tom is a student at OSU with a goal of becoming a Physical Therapist. He has a wife and 2 children. His wife works, while he attends school. The cost of child care in Corvallis for their 2 children takes up about 2/3 of his wife's take home pay. When you add child care expenses to the cost of rent in Corvallis, plus transportation, food and utilities, the weight of the financial burden is almost unbearable. Most months, some bills go unpaid because they can't afford to pay all of them. They try and play "catch up" when Tom's financial aid is paid out or when they receive their tax refund. They are feeling the most stressed they have been since being married, but they do feel blessed. Tom

worked his tail off to get to OSU and he is going to continue to give it 110% even if that means staying up until 2:00am, because he doesn't want to miss out on reading his children their bedtime stories.

Story 13

Shane is a student at OSU, his wife is taking courses online at another University and they have a son. They both work part-time when they can, due to their roles as students and parents. Shane is requesting help paying for child care through the Family Resource Center's Student Child Care Assistance program. He does receive financial aid, but most of it is taken up in food, diapers, wipes, textbooks, rent, etc. Over the summer they had several bouts of illness and hospital stays between the 3 of them which added unexpected bills that need to be paid. They are struggling to work hard and do well in school, along with paying for child care and their other bills. Shane's son had been attending Azalea Child Care, but since Shane wasn't taking classes during the summer and receiving financial aid, they couldn't afford to keep him there. They took him out for the summer but were not able to get his spot back come September. They were able to find another child care center in Albany that could take him. They now have to drive back and forth from Corvallis (where they live) to the child care center in Albany, increasing transportation expenses for them as well as the amount of time away from their son.

Story 14

As manager of a rather small on-campus program (3 total staff), I have lost three staff over the past five years because, as working parents, they could not afford child care in Corvallis. Two took jobs as K-12 educators so they could have summers without child care expenses, and the third reluctantly moved back to their hometown so they could get help from their parents to care for their children. The need for affordable child care for working families in Corvallis is real, and is affecting the retention of talented employees at our University.

Appendix 2 – Family Resource Center Child Care and Family Support Initiatives Updates

Child Care Capacity:

- Azalea Child Care Center 2nd floor renovation: space continues to be available from UHDS for center expansion. Renovating the 2nd floor has the potential to double OSU's infant and toddler capacity on the ground floor; infant and toddler care is a scarcity in our county. Explored potential public/private partnership with one of OSU's child care services vendor, no capital funds available, current OSU scale lacks needed financial levers for vendor capital investment.

Funding needed: ~\$3M

- 2015 Task Force on Children, Youth and Family Recommendation #3 states:

Build a new on-site child care center on the OSU main campus

In 2017 Azalea Child Care Center opened, creating 46 new spaces (23 for students, 23 for employees) for campus early care and education. This capacity nearly recouped the lost capacity when OSU did not renew the contract with Growing Oaks Child Care Center in 2012. Per the Task Force recommendation, additional capacity is still desperately needed:

Additional University Funding Request: \$10 million one-time investment based on the total square footage of center and capacity in addition to annual funding to cover building reserve and maintenance (Note: total building size should be calculated on allowing 125 square feet per child).

Impact:

- Increase early child care slots by 100-125 for OSU families
- Provide temporary care for approximately 25 school-age children

For the complete report:

http://childcare.oregonstate.edu/sites/childcare.oregonstate.edu/files/16.final_report.pdf

- Nascent efforts toward exploring the potential of partnering with one of the local health care systems. Initial meeting took place in late September 2018 and a follow-up meeting, to further the discussion, is on the calendar. Internally, we are exploring possible campus locations for a 200+ capacity center.

Child Care Assistance Funds:

For employees:

- OSU Foundation FriendRaisers endowment: FRC and our neediest employee families are looking for greater Foundation leadership and prioritization of this important funding initiative.

Funding needed: between \$2M and \$2.2M would potentially generate ~\$96K annually creating the potential to serve 30 employee families at \$200/month or \$3200 annually.

- To date, Family Resource Center created the following outreach/fundraising efforts:

- ~hosted two fundraising events at Azalea CCC, November '17 and May '18
- ~launched one crowdfunding campaign, November & December '17
- ~partnered with University Marketing on an article for Life@OSU and OSU Today

<https://today.oregonstate.edu/story/faculty-staff-struggle-find-affordable-accessible-child-care>

For students:

- The Family Resource Center and its Advisory Board are requesting an additional \$50K in assistance funds for FY20. If approved by students, this would bring the total student fund to \$200K to be distributed annually to student parents. Additional assistance funds are still needed to address student access and affordability when it comes to high quality early care and education.

International Moms Group:

- The Family Resource Center continues advocating for funding for this important program serving OSU's international mothers. The International Moms Group (IMG), founded and facilitated by Sandy Goeke, MPH from OSU, has a profoundly positive impact on the lives of our international student and visiting faculty families. IMG addresses a very real gap in services and supports for newly arriving and transitioning families, especially those families with children 5 years and younger. As one mother shared: "IMG has helped me a lot to connect with people. This is very important to me because being far from family and relatives can be very challenging especially with two young kids. IMG is a family to me." And another mother shared, "Making friends make me help my life here." Sandy Goeke currently self-funds IMG. In addition, FRC is accessing, this academic year only, \$3K from cash reserves, to pay Sandy Goeke \$1000/term in support for providing this programming to OSU families.

Funding needed: \$23,000 annually to fund a \$17,000 10/hour week academic wage appointment for Sandy Goeke and to fund \$6000 in annual supplies. Funding the IMG could enable the Family Resource Center to house this position and programming.

- PCOSW (President's Commission on the Status of Women) intends to hold this as a priority initiative during this academic year, 2018-19.

Expanded OLV (Our Little Village) for Employees:

OSU's historic student only short term, drop in child care has been repeatedly called out as an employee need through various child care needs assessments. In addition, care of older children ages 8-12 for occasional afterschool needs has also been highlighted. Student Affairs is presently surveying space with a priority to identify a possible location for an expanded OLV child care operation.

Funding needed: ~\$82,000 in year 1, ~\$100,000 ongoing

OSU Sponsored Family Provider Network:

- 2015 Task Force on Children, Youth and Family Recommendation #6 states:

Fund the creation of a focused child care network of community child care providers

Additional University Funding Request: \$80,905 for 2018-19 year to support the staffing at LBCC and operating materials for the administration of the program.

Impact:

- Increase childcare slots in the community by 15-45
- Increase affordable care options

- Contribute to the overall quality of community child care providers

OSU would have the ability to purchase and hold slots based on current rates in Corvallis for Certified Family Child Care

- Infants, 6 weeks to 12 months, \$1,126
- Toddler, 12 month to 36 mos., \$950
- Preschooler, 36 months to school entry, \$866

For the complete report:

http://childcare.oregonstate.edu/sites/childcare.oregonstate.edu/files/16.final_report.pdf

- FRC currently working on a formal proposal in support of an OSU sponsored Family Provider Network

OSU and the broader Corvallis community continue to feel the impacts of a shortage of quality early care and education; hence four out of the above five FRC initiatives are focused on some aspect of child care.

Regarding need: per the 2014 Mills Consulting Child Care Needs Assessment:

62% (n=528) of respondents could benefit from campus child care

68% (n=582) of respondents were in need of financial assistance

56% (n=483) of respondents were in need of short term, drop in care

57% (n=489) of respondents were likely to use a local family provider network

Access to high quality child care and the ability to afford that care directly impact recruitment and retention of students and employees with children.

Appendix 3 – Press on child care issues at OSU

YES Magazine article on children in the OSU classroom:

<https://www.yesmagazine.org/peace-justice/kids-in-the-classroom-can-help-single-moms-rise-from-poverty-20181025>

Life @ OSU article

<https://today.oregonstate.edu/story/faculty-staff-struggle-find-affordable-accessible-child-care>

Report from College of Public Health – Child Care Deserts

<https://today.oregonstate.edu/news/child-care-remains-short-supply-across-oregon-new-report-osu-shows>

Beavers have Babies Dam It Awareness Rally

https://www.gazettetimes.com/news/local/beavers-have-babies-rally-raises-awareness-for-childcare/article_0b9a96b4-c531-5d9e-ae68-f334d5fd9de8.html

Appendix 4 – Letter from President Ray to PCOSW re: Paid Parental Leave Policy



Office of the President
Oregon State University, 600 Kerr Administration Building, Corvallis, Oregon 97331-2128
Phone 541-737-4133 | Fax 541-737-3033

March 1, 2017

Dear Debbie and Kryn,

Congratulations to you and members of the President's Commission on the Status of Women for the successful rally held on Saturday, February 25. I appreciate your raising awareness regarding the challenges our students and employees with families face related to available and affordable high quality childcare.

This rally amplified that Oregon State University is making progress in this complex, national issue. However, I recognize that OSU has much work to do in supporting students, staff and faculty who struggle with providing care for their children. This is an issue of healthy child development, educational access, workplace satisfaction, and employee recruitment and retention.

I would like to provide you with an update on university efforts and next steps.

Additional High Quality Child Care Services

- We will open the first floor of Azalea House by fall term to serve 48 additional children.

Parental Leave

- We are in the process of modifying university leave policies to provide for six weeks of paid parental leave. This benefit will be available for Tenure, Tenure-Track, and Professional Faculty who are at 0.5 FTE or more.
- In the first year of implementing this policy, eligible employees will receive up to 60 hours of paid parental leave over the six-week period for which they are on leave.
- Depending on usage of this benefit and available funding, over the next several years, OSU will increase the number of hours of paid leave to reach the full six-week benefit.

Fundraising for Child Care Assistance Funds

- Currently, the Childcare and Family Resources Office provides \$152,000 annually in childcare financial assistance to eligible OSU students.
- The Childcare and Family Resources Office is collaborating with the OSU Foundation to grow its endowment, which provides child care financial assistance to employees. Fund-raising efforts to expand the endowment will provide additional assistance to employees who are most in need.
- In alignment with the Student Success Initiative, I have charged the OSU Foundation to include fundraising efforts for childcare scholarships.

Thank you for continuing to bring this issue into focus. I welcome your ideas and engagement. In the meantime, please continue to work with Dan Larson and Amy Luhn within the Division of Student Affairs; Christina Schaaf in the Office of Work-Life; and Donna Chastain in the Office of Human Resources.

Sincerely,

Edward Ray
President