

Proposal to Create a Child Care Facility on the Cherokee Campus April 30, 2007

This proposal is presented by the Faculty Senate's Faculty-Staff Benefits Committee to the Faculty Senate for its endorsement. We propose that the proposal then be presented to the UT Knoxville Chancellor and the UT President for consideration in planning the Cherokee Campus.

The UT Senate Faculty-Staff Benefits Committee advocates that planning for the new Cherokee Campus in Knoxville include opportunities for family-friendly options. Specifically, we propose the University incorporate options to include a child-care facility as part of the building program on the Cherokee Campus.

UT has an opportunity in planning this new campus to address the long-overdue need for adequate child care facilities to serve faculty, staff and others on the Knoxville campus. Planning for a purpose-constructed child care space is essential now, during the early development of the Cherokee Campus. A facility may be developed as a separate building or be located within another planned building, the latter being the more cost-effective route. Opportunities for a private-public partnership to fund a facility may be possible, especially as the University embarks on its capital campaign. Additionally, the location of a facility on the Cherokee Campus, with the planned greenway, easy transportation access and serene land, is an ideal location for such a facility.

A working environment favorable to women is a common inclusion in comprehensive lists of best companies to work for, such as those published by Working Mother Magazine, Business Week and other organizations. The 2006 Working Mother list included three universities (Cornell, Harvard and West Virginia University Hospital), and many scientific research facilities. In a competitive recruitment environment, UT will be competing with many of these organizations for bright scientists, and a similar childcare benefit would increase our competitiveness.

During the past three years, the UT Faculty-Staff Benefits Committee has researched the issue of dual-career academic couples, culminating in the passage of a resolution requesting that UT develop a proactive policy and program. The committee's research provides the following points that support the need for on-site child-care:

1. According to national research, younger faculty members are more likely than older faculty to have a spouse/partner in academia.
2. Dual-career faculty are more prevalent in science disciplines and more common among female scientists; 62% of women PhD scientists are married to male PhD scientists. Much of the proposed Cherokee Campus will employ research scientists.
3. The U.S. Census Bureau (2000) estimates that 23% of married-couple households and 7% of female head of households have children under the age of 18.
4. Issues related to family, including career of spouse, childrearing, and other family-related situations, may lead to faculty departures from an institution (national estimates are in the 20-25% range). A recent review of faculty leaving UT Knoxville indicated 19% left due to family-related issues.
5. Research project hours do not easily align with "normal" hours of typical child care facilities.

6. Nationally, according to the National Center for Education Statistics 2004 data, 62% of all undergraduate degrees in biological and biomedical sciences were awarded to women; women received 58% of all master's degrees and 46% of all doctoral degrees in 2004. The trend of future scientists is shifting or has shifted to women.
7. According to 2005 UT Institutional Research data, 35% of all UT Knoxville faculty were female, compared to 29% in 2001.
8. Demographic trends indicate that UT will be recruiting and hiring more female faculty researchers, who may be starting new families and who may have a spouse/partner who is also a faculty researcher.
9. To attract promising researchers to new initiatives evolving on the Cherokee Campus, UT will need to recruit and promote its environment. A family-friendly environment that includes on-site child care will be a marketing advantage.

We strongly urge the University administration to include adequate child Care facilities in plans for the Cherokee Campus.

Sources:

National Research Council. To Recruit and Advance: Women Students and Faculty in Science and Engineering. 2006.

University of Tennessee Institutional Research: 2005-2006 Factbook.

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Quinn, Kate, Sheila Edwards Lange and Steven G. Olswang. Family-friendly policies and the research university. *V90 n 6 Nov/Dec 2004*, 32-34.

U.S. Census Bureau:

<http://ask.census.gov>

National Center for Education Statistics:

<http://nces.ed.gov/>

Business Week list:

http://www.businessweek.com/smallbiz/content/jul2006/sb20060713_982079.htm?chan=top+news_top+news

Working Women Magazine list:

<http://vebranch.rgisolutions.com/web?service=vpage/77>

(N. Howell/Faculty Senate Benefits Committee April 2/07)