



**Oregon State
University**

President's Commission on the Status of Women

2016-2017 Annual Report

Leadership Team 2016-2017

Co-Chairs:

Kryn Freehling-Burton

Debbie Colbert

Treasurer: Cindy Alexis

Secretary: Nancy Barbour

Webmistress: Callie Newton

Membership: Jennifer Almquist

Member-at-large: Amarah Khan

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Mission and Overview

The mission of the Oregon State University President’s Commission on the Status of Women (PCOSW) is to actively advocate for, support, and promote the well-being, development, and advancement of all OSU Women.

PCOSW is an independent commission that advises the President on the status of women. Established in 1972, PCOSW gives voice to women's experiences and perspectives by advocating for gender equity. Rooted in feminist principles, the Commission works to identify and address the changing needs of all women in our university community. PCOSW recognizes that the status of women is affected by social location (including but not limited to ability, age, class, ethnicity, gender, language, nation of origin, race, religion, sexual, and other identities). By building partnerships and collaborating with others from historically underrepresented groups, PCOSW seeks to improve the collective status of all who have been limited, silenced, excluded, or otherwise disadvantaged by unexamined norms, beliefs, and practices of the OSU community.

Executive Summary and Recommendations

PCOSW has worked diligently this year on current issues relating to women belonging to the greater OSU community. Efforts range from enhancing support for families to bringing awareness to the needs of women in STEM to supporting women's participation in professional development opportunities.

Conversations at general meetings and work by subcommittees are helping to identify and address areas of concern for women in our community. For example, we brought speakers to broaden campus conversations and granted scholarships that supported women working at the molecular to the global level. Many of the issues we work on require sustained effort in partnership with committees and offices at OSU, and we will build on the momentum of this academic year as we focus our work for next year.

The following recommendations for the President and other senior leaders have emerged from our work this year:

- Complete the Guide to Flexible Work Arrangements and promote awareness and supervisor training on this tool.
- Actively work to address the need for quality, affordable childcare to meet the urgent need in our OSU community and prioritize childcare fundraising at the foundation to grow the Friend Raisers childcare endowment. PCOSW looks forward to working with the President and the foundation on these fundraising efforts that are critical to student success at OSU.
- Expand the university's commitment to work-life issues, such as paid parental care leave, for the health and wellbeing of all of our employees.
- Invest resources to improve the quality and accessibility to onboarding and professional development for all employees.
- Continue to support and fund PCOSW scholarships, award, and speakers given the far-reaching and diverse impacts these efforts have on students, faculty, and staff.

PCOSW's Work in 2016-2017

PCOSW performs our work in monthly meetings of our full membership, and more intensive work in subcommittees. Our monthly membership meetings focus on making connections with other entities on campus, in order to assess current issues on campus that intersect with our work, and generate new collaborative relationships. Invited speakers to our membership meetings deepen members' understanding and inform the work of the subcommittees.

PCOSW has five standing subcommittees: Scholarships and Awards, Work Life Balance, Speaker Series, Mentoring and Career Advancement, and Status of Women at OSU. The focus of subcommittee work varies with some groups, such as the Scholarships and Awards subcommittee maintaining a consistent mission from year-to-year, and others, such as the Work Life Balance subcommittee, evolving their focus to respond to emerging issues. Additionally, PCOSW occasionally shifts the emphasis of our subcommittees, as needed. For example, in 2016-17, the efforts of members who had expressed interest in the Status of Women at OSU subcommittee were redirected to support the work of an ad hoc Childcare Awareness Event Subcommittee. In this way, PCOSW aims to sustain consistent focus on ongoing issues as well as adapt to address particular issues as they emerge.

Fall Retreat

Our fall retreat was energized by the addition of new members and returning members. The retreat examined childcare needs within our community and took a deeper look at what available data tells us about the status of women at OSU. The retreat also included facilitated sessions on how the commission could more effectively engage in its advocacy for the well-being of all OSU women and then breakout sessions with subcommittees to build out strategies for the year. One particular commitment emerged for the year – hosting PCOSW's first ever rally and march to raise awareness for the need for quality childcare in the OSU community and the disproportional impact the lack of childcare has on women.

Highlights of Monthly Membership Meetings

Monthly membership meetings were designed to continue momentum and build on the discussion and outcomes of the fall retreat. In December 2016, the membership heard from Scott Vignos, Director of Strategic Initiatives in the Office of Institutional Diversity (OID), about OID's climate initiative and the work of the Bias Response Team. PCOSW offered our assistance and collaboration in these efforts and expressed an interest in future reports. Vignos also reported on efforts to hire OSU's first Vice President and Chief Diversity Officer, and PCOSW members became involved in the search process by meeting with each of the finalists and providing input to the search committee.

In January 2017, Donna Chastain, Acting Chief Human Resources Officer, presented a briefing on flexible work arrangements at OSU. PCOSW members shared and discussed with Chastain a number of work flexibility issues and emphasized the need to change the campus culture regarding flexible work arrangements and telecommuting. We were pleased to learn from Chastain that OSU is actively collecting data on paid family leave and strategies used on other campuses.

In February 2017, Judy Neighbours, Assistant Director of the Survivor Advocacy and Resource Center (SARC) gave a presentation on the work of SARC and its unique and critical role in providing assistance to survivors. PCOSW members benefited by learning more about the dynamics of sexual violence and about the university's efforts to respond, and members were encouraged to let students know of this confidential resource.

The March 2017 meeting included a report from Amy Luhn, Director of OSU Childcare and Family Resources, on renewed efforts with an advisory committee and the OSU Foundation to raise funds to support childcare scholarships and grants.

In April 2017, the membership heard a panel presentation on gender bias in student evaluations of teaching that included Robynn Pease, Ombuds Office; Robin Pappas, Information Services; and Kay Sagmiller, Center for Teaching and Learning.

The May 2017 membership meeting recognized and celebrated the work of this year's PCOSW scholarships and awards and included a diverse group of presentations by a number of the recipients.

Subcommittee Reports

Work Life Balance (WLB) Subcommittee

Convener: Amber Ahlgren

The Work Life Balance (WLB) Subcommittee advocates for availability of affordable dependent care for OSU faculty, staff, students, and administrators; promotes lactation spaces, work-life flexibility, and other issues relating to work-life balance through initiatives and best practices that support the flourishing of health and wellness, as well as professional and personal well-being; and maintains strong connections with the OSU Office of Childcare and Family Resources, Office of Work-Life, and Office of Human Resources.

Background for 2016-2017 WLB Subcommittee Work

In recent years, the Work Life Balance Subcommittee identified flexible work arrangements, childcare, and paid dependent care as critical issues that disproportionately affect women at OSU and focused on these three issues for the 2016-17 year.

Activities for 2016-2017 WLB Subcommittee

Flexible Work Arrangements: The subcommittee continued its advocacy for flexible work arrangements (FWA) and partnered with the Office of Work Life and Human Resources in the development of FWA guidance. The subcommittee provided research materials and input on the draft guidance, and the Guide to Flexible Work Arrangements (*Appendix I*) is expected to be finalized by the end of the academic year, pending legal and other review. This accomplishment reflects on the strong partnership and collaboration PCOSW has with Acting Chief Human Resources Director Donna Chastain and the dedicated efforts of Work Life Coordinator Christine Schaaf in Academic Affairs.

Childcare: Childcare is not a lifestyle enhancement, but a fundamental part of a working family's well-being, finances, and logistics. Access to quality and affordable childcare directly impacts student-parent retention and graduation as well as the recruitment, hiring and retention of academic faculty, instructors and staff. Over the past several years, the Office of Work Life and its Task Force on Children, Youth and Family have worked actively to address this need in our community; however, PCOSW members sensed a lack of urgency and/or awareness of this issue across our community and in the leadership. To address this need, PCOSW formed an ad hoc subcommittee, the Childcare Awareness Event Subcommittee, to organize an awareness event to give urgency and increase awareness of this need in our community and the impact that the lack of affordable, quality childcare has on families and especially women.

Beavers Have Babies, Dam It! Rally & March

Childcare Awareness Event Subcommittee: PCOSW created a special subcommittee this year to organize an event to raise awareness about the urgent need for childcare in the OSU and Corvallis community. Working closely with the campus partners such as OSU Childcare and Family Resources Office and ASOSU, the subcommittee developed the “Beavers Have Babies, Dam It!” event, PCOSW’s first-ever march and rally, on February 25, 2017.

Significant work went into awareness building and identifying partners in advance of the event. The communication efforts included a Beavers Have Babies, Dam It! Facebook page, distribution of flyers, a press release and press interviews to announce the event and build momentum. The Facebook page was not only effective at spreading the news about the event but, more importantly, served as a safe space for community members from OSU and Corvallis to publish their personal stories and struggles with childcare.

More than 50 people attended the rally and march. Benny the Beaver was also present at the event and brought his baby beaver. The Barometer and the Corvallis Gazette-Times both ran stories ([Barometer story](#) and [Gazette story](#)) on the event. The Facebook page is still active and members publish news occasionally. Currently there are 175 members on the Facebook page.



In addition to the childcare awareness event, it was a very productive year for childcare on campus and progress continues. These efforts were supported by ongoing meetings with the President and university leadership.

PCOSW is one of many partners working to address childcare, and some of the accomplishments of these collective efforts, which were led by the Office of Childcare and Family Resources, include the following:

- Established Childcare Initiatives Workgroup to explore operational and financial models in the provision of campus childcare and to explore student and employee childcare assistance. Recommendations from the workgroup were to re-issue a request for proposals (RFP) for child care services in Azalea House only and to begin fundraising work with the

Foundation focused on building the original Friend Raisers endowment/employee child care assistance fund.

- Completion of Azalea House renovation creating a 46 slot childcare center
- December 2016, a campus wide childcare needs assessment online survey issued through Student Affairs, Academic Affairs and the Office of Childcare and Family Resources (CFR) via multiple inform lists, inclusive of the OSU-Cascades campus. (*Appendix II*)
- Established Friend Raisers Endowment Workgroup to partner with the Foundation to generate fundraising ideas and create marketable fundraising materials. (*Appendix III*) Presently, this workgroup continues meeting and, in cooperation with the Foundation, is anticipating a fundraising event, date yet to be determined, at the Azalea childcare center. Next steps in this area include a clear directive from administration to the Foundation to initiate a focused and robust fundraising campaign to build the existing Friend Raiser Endowment and expand support to OSU employees with the greatest need for assistance to afford childcare.
- Childcare services RFP went public in mid-February 2017 and closed the following month. CFR in receipt of proposals and soon-to-be entering negotiations for services.
- Continued exploration and conversation with Family Connections, our county's childcare resources and referral network, around a potential OSU/Family Connections Family Provider Network. Establishment of this network of local licensed family childcare providers was recommendation #6 in the 2015 Task Force on Children, Youth and Family final report.
- On April, the Faculty Senate passed the Family and Child Resources and Programs Resolution, which further solidifies the university's commitment to programs and services in support of OSU families with dependent care needs. The passing of the resolution is an important step in realizing a university culture that values the integration of a student's or employee's work and family life, further enhancing students' and employees' ability to bring their best selves to their studies and their work.

Paid Dependent Care: The WLB subcommittee researched the current policies at OSU regarding paid dependent care and with PCOSW's Leadership Team invited Acting Chief Human Resources Director Donna Chastain to a monthly membership meeting to better understand these policies and changes being considered by the university. OSU employees are currently eligible for approximately 12 weeks of protected leave under the Family and Medical Leave Act (FMLA)/Oregon Family Leave Act (OFLA) to care for themselves or family members in the event of death, illness, injury, childbirth, adoption or foster placement. However, OSU does not currently provide for paid leave. Employees are entitled to use accrued paid vacation, sick or other paid leave, and group health insurance benefits continue throughout the leave period. Short-term disability policies are also available if employees have contributed to that health insurance program, providing partially paid leave for six weeks.

In a recent statement, President Ray presented a proposed plan to provide paid parental care leave (PPCL) to OSU employees. (*Appendix IV*). The PPCL proposal aims to provide employees with 60 hours of paid leave with the goal of increasing the coverage to a six-week benefit after a multi-year usage assessment. Initially, the benefit will be available for unclassified employees who are at 0.5FTE or more. This is an important first step, and it is critical to continue to expand the demographic and temporal scope of the policy to be more inclusive. Sixty hours of paid leave is a severely truncated period of time in consideration of major life transitions such as death, injury, illness, childbirth, adoption, or foster placement. Expanding the program to provide a full 6 weeks of paid leave should be the starting point, with a goal of covering a full 12 weeks after a multi-year assessment of use and viability. While classified employees and graduate students operate under their own collective bargaining agreements, we strongly suggest that these policies be applied to these employee groups as soon as possible. To support both the initial implementation and further expansion, we propose that assessment of this new benefit become a priority for the OSU Children, Youth and Family Committee to be constituted by President Ray.

There is significant motivation to institute progressive PPCL policy at Oregon State University. The United States is one of eight countries in the United Nations, and the only high-income country, that does not have a national paid parental leave law. Oregon State University is committed to recruiting and retaining a diverse community of employees. PPCL is a critical component of social justice and equal opportunity. Commitment to work-life issues, such as PPCL, is a strategic action that identifies OSU as being proactive, inclusive, and dedicated to a positive work environment.

Work Life Balance Recommendations

- The WLB subcommittee recommends that the Guide to Flexible Work Arrangements be reviewed by the appropriate parties in a timely manner in order for the published guide to be completed by the end of the 2016-2017 academic year. Once complete, the subcommittee strongly encourages the university to promote awareness and supervisor training on this tool.
- The subcommittee also recommends that the university continue to actively work to address the urgent need for quality, affordable childcare in the OSU community and to prioritize childcare fundraising at the foundation to grow the Friend Raisers childcare endowment.
- We recommend that the university increase its commitment to work-life issues, such as PPCL, for the health and wellbeing of our employees and students and as a strategic action that identifies OSU as proactive, inclusive, and dedicated to a positive work environment. We strongly encourage expansion of the proposed policy so that OSU can be an example for other academic institutions across the country.
- Lastly, we recommend that the university continue to support and adopt recommendations provided by the 2015 Task Force on Children, Youth and Family.

Mentoring and Career Advancement (MCA) Subcommittee

Convener: Kattina Machorro

The focus of the Mentoring and Career Advancement (MCA) subcommittee is to serve as a partner in furthering conversations about effective mentoring and career advancement that addresses the needs of the entire workforce.

Background for This Year's MCA Subcommittee Work

The PCOSW has an interest in mentoring and career advancement as an important part of our mission to promote a positive climate and retention of all university women; however, the needs of this group vary greatly. With this in mind, the subcommittee focused this year on evaluating existing data and resources related to mentoring, career pathways, and professional development and identifying gaps.

2016 - 2017 MCA Subcommittee Activities

Fall 2016: The subcommittee convener met with the Vice Provost of Academic Affairs, Susan Capalbo, to discuss the direction of the MCA subcommittee. Capalbo shared Academic Affairs survey data from both teaching faculty and professional faculty on the topic how OSU can support faculty excellence. The subcommittee reviewed the survey data and conducted further resource on existing OSU mentoring programs, included a facilitated conversation with a Human Resources representative. Based on these efforts, the subcommittee determined that:

- Mentoring programs exist for teaching faculty, not professional faculty, at OSU.
- Responses in the Academic Affairs survey indicate that professional faculty identified that onboarding is little to nonexistent within units/departments. Respondents expressed the need for more professional learning opportunities for their classification such as leadership training, supervision techniques, and how to communicate effectively.
- While the OSU Human Resources website has extensive information and relevant links to onboarding and continuing professional development, the site is cumbersome to navigate.

Winter 2017: Based on these initial determinations, the subcommittee pursued several approaches such as creating a mentoring model for professional faculty or collecting the most requested information (as found through the Academic Affairs survey) in one place for easy access. However, these efforts were put on hold given concerns about how PCOSW would maintain these links and resources. Future efforts should focus instead on providing feedback to Human Resources for improving the accessibility and utility of their existing site.

Discussion

Going forward the MCA subcommittee would like to work in support of Academic Affairs and Human Resources as a partner to help expand conversations about onboarding information dissemination, continuing professional education communication, and if a university-wide professional faculty mentoring program is sustainable.

The subcommittee is working with the Leadership Team to imagine best ways forward to support and encourage mentoring through PCOSW's presence at OSU. One idea is to focus future work of the committee on organizing events to support professional development, networking, and mentoring opportunities for women across campus. Another example of this committee's charge might be to host, once per term, a facilitated discussion with recent hires to share "on-boarding" tips. The event would include current OSU employees who want to serve as "guides" for these new employees.

The MCA subcommittee would also like to encourage mentoring/career advancement as a theme embedded in all of its subcommittees. For example, the speaker series could support a speaker focused on mentoring or career advancement at least once per year.

Recommendations

The subcommittee recommends that the university invest resources to improve the quality and accessibility to onboarding and professional development for all employees.

Scholarships and Awards (SA) Subcommittee

Convener: Karen Holmberg

The Scholarships and Awards (SA) subcommittee provides funding for women faculty, students, and staff who are pursuing professional development, research opportunities, or community engagement/outreach efforts that support PCOSW's mission. The subcommittee oversees the call for applications, submission procedures, and scoring and selection of award recipients. The subcommittee also annually selects the recipient of the University Mentoring and Professional Development Award in Spring Term. The subcommittee also organizes an annual gathering in May in which award recipients are acknowledged and given an opportunity to present their projects to the PCOSW membership.

Background for This Year's Subcommittee Work

The SA subcommittee provides funding opportunities in the form of scholarships and co-sponsorships, averaging \$500 each, once per term with applications due in Week 5 and notification in Week 7. The submissions include a mixture of individual professionalization, research, and community outreach and engagement projects. The SA subcommittee also evaluates event co-sponsorship applications.

Over the past several years, the number of applicants has increased, and the awards have become more competitive. Each year the subcommittee refines the scholarship criteria based on the previous year's membership feedback and new member ideas.

2016-2017 involved a significant amount of onboarding for new SA subcommittee members, as the majority were new PCOSW members. This transition provided the subcommittee an opportunity to review the application submission process, and the subcommittee began to develop new methods to be adopted in the coming academic year. Technology glitches and the unsecured use of online submission forms will be resolved to make the quarterly application and review procedures more efficient.

2016 - 2017 SA Subcommittee Activities

In Summer 2016: Selected and awarded funds to 7 individuals for use on research projects or professional development opportunities. Awarded a total of \$3,318.

In Fall 2016: Selected and awarded funds for 11 faculty/staff and 6 students to attend the Oregon Women in Higher Education (OWHE) Annual Conference in Bend, Oregon.

PCOSW OWHE Conference Registration Scholarships:

11 Professional (Faculty/Staff) Registrations x \$150 = \$1,650

6 Student Registrations x \$65 = \$ 390

TOTAL AMOUNT: \$ 2,040

Selected and awarded funds to 8 individuals for use on research projects or professional development opportunities; awarded funds for 1 co-sponsorship project. Awarded a total of \$2,501 for Scholarships and Co-Sponsorships.

In Winter 2017: Selected and awarded funds to 5 individuals for use on research projects or professional development opportunities. Awarded a total of \$2,500 for scholarships (note: the official amount at the end of the fiscal year may vary as, on occasion, not all awardees claim the full amount awarded or, in rare instances, cancel their plans).

In Spring 2017: The reception for scholarship and co-sponsorship awardees, was held at the May 24 membership meeting. Eight awardees gave brief presentations with more than 15 recipients attending. President Ray, Provost Feser, and Vice Provost and Dean of the Graduate School Brown attended this event.

The competition for Summer funding has not yet closed; however, 1 awardee deferred her funding until the summer due to the dates of her project (\$1000 award).

The subcommittee also solicited applications for the University Mentoring and Professional Development Award; the recipient has not been selected as of the date of this final report.

Discussion

This year we only had one returning member. We have discussed ways to archive our governing, deliberating, and delegating procedures as a way to achieve more continuity from term to term and year to year, as the composition of the subcommittee changes.

In 2015-16 the subcommittee worked to improve publicity for the Scholarships and Awards. These efforts were continued in 2016-17 with broader distribution of the opportunity and targeted science and engineering list serves in this year's calls for applications.

This year, there were multiple technological problems with the existing application intake forms, particularly with the conference funding application, which greatly increased our work.

To address some of these issues this year, the subcommittee used Canvas to conduct initial application screening and ranking. While this system worked acceptably, the subcommittee plans to enable Canvas module features that will allow for better archive applications and committee documents to ensure smooth transitions from term to term and year to year, as our membership changes. Moving forward, the subcommittee will also be investigating a new platform, perhaps Qualtrics, to gather scholarship and conference applications.

With the current budgetary restrictions and the trend away from offering professional development funds for various on-campus activities (workshops, trainings, U-Engage courses, etc.), the SA subcommittee anticipates that applications from faculty/staff will increase in the near future. To track and understand these impacts, the SA subcommittee will:

- Review the overall applicant pool for 2016-2017 and discuss how the anticipated increase in faculty/staff applicants might affect the evaluation and allocation of funds in the coming year.
- Examine whether or not there has been an increase in applicants who state that no other funding sources are available in their unit.
- Review the applicant pool to observe demographic trends and address ways to increase access to funding for underrepresented groups.

Recommendation

The awards made by this subcommittee have far-reaching and diverse impacts. The subcommittee thanks President Ray for his support and recommends continued PCOSW funding to support future research, conference attendance, and projects proposed by students, faculty, and staff.



Some of the Scholarship awardees at the May 2017 PCOSW Monthly Meeting

Speaker Series (SS) Subcommittee

Convener: Jennifer Almquist

The Speaker Series subcommittee works to support meaningful programming that aligns with the mission of the President's Commission on the Status of Women. The subcommittee both initiates PCOSW-led events and works with stakeholders to identify co-sponsorship opportunities.

Background for This Year's Subcommittee Work

For the first time in 2016-17, the Speaker Series subcommittee adopted an overarching theme to guide our planning. This year's theme of "Cultivating Connections" is aimed at advancing a socially just community by nurturing our connections with each other and with our world. The theme informed the subcommittee's selection of a fall kickoff speaker and also guided our review of requests for co-sponsorship.

2016 - 2017 SS Subcommittee Activities

Cultivating Connections Speaker Series

Kickoff: The 2016-17 Speaker Series began with a kickoff event on Tuesday, October 18, 2016. Nadia Manzoor, an actor, writer and producer, drew a crowd that filled the Construction & Engineering Hall of the LaSells Stewart Center. She spoke to the crowd, performed excerpts from her one-woman show, and answered audience questions. Manzoor even continued to interact with attendees who lined up to speak with her for nearly an hour after the conclusion of her event.

Manzoor spent her earlier years in a Pakistani Muslim home in North London and has since moved from Singapore to Dubai, from Boston to her home base in Brooklyn. In the past year, she has created and acted in the web series Shugs and Fats. She has also had sold-out runs of her one woman show, Burq Off!, in New York, LA, San Francisco and London. Her interests lie in asking provocative questions and in challenging the status quo. To further fuse her interests in performance and social justice, she founded Paprika Productions, an all-female production company that produces works by brave, curious women

Co-sponsorship:

- **Eileen Pollack**
The Only Woman in the Room: Why Science is Still A Boys' Club
 October 21, 2016, 7:30pm
 Additional sponsors: College of Liberal Arts; School of Writing, Literature, and Film; OSU Libraries & Press; OREGON STATE ADVANCE
- **Safiya Umoja**
Challenging Algorithms of Oppression: Black Annihilation and the Internet
 November 16, 2016, 3:30-5pm
 Additional sponsors: OSU Libraries & Press; College of Engineering; School of Electrical Engineering and Computer Science; School of Language, Culture, and Society; Queer Studies; Women, Gender, and Sexuality Studies; Ethnic Studies; Office of Institutional Diversity.

- **Peggy Layne**
Perspectives on Women in Engineering
February 20, 2017, 4-5:30pm
Additional sponsors: OREGON STATE ADVANCE, University Honors College
- **Zahra Billoo**
Islamophobia and the Muslim Ban
February 23, 2017, 5:00-6:30pm
Additional sponsors: Women, Gender, and Sexuality Studies; Ettihad Cultural Center
- **Brilliant and Resilient, Celebrating the Power of Disabled Women Activists**
Opening of art exhibit at The Little Gallery to be determined
Additional sponsors: School of Language, Culture, and Society
- **Powerful Non-Defensive Communication with Sharon Ellison**
May 11, 2017, 9:00am-4:30pm
Additional Sponsors: Search Advocate Program; Office of Institutional Diversity; Diversity & Cultural Engagement
- **Famine and Freedom in South Sudan**
May 11, 2017, 4:00-5:00pm
Additional Sponsors: Diversity & Cultural Engagement

Discussion

The changes made to the Speaker Series in the 2016-17 academic year have worked well. First, moving toward a more collaborative model that includes both PCOSW-led and co-sponsored events has provided an opportunity to leverage our resources. Additionally, by partnering with groups who share a similar mission, we can work in alignment to support impactful events instead of competing for everyone's limited time and attention. Second, identifying a theme has helped to guide selection of events. The theme is intentionally broad, yet it is also focused enough to serve as a common thread across events.

Unfortunately, our capstone speaker, Laura van Dernoot Lipsky, notified us in April that she would need to delay her visit until the fall of 2017. Rather than replace the capstone speaker at that late date, we will feature her as next fall's keynote. Laura van Dernoot Lipsky is the founder and director of The Trauma Stewardship Institute and author of *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others*.

Recommendations

The subcommittee is grateful to President Ray for the resources to fund the speaker series, which is a separate allocation from our PCOSW operating budget. We have endeavored to be good stewards of these resources; we are proud of the breadth, depth, and impact of our 2016-17 series; and we would like to request continued support of this series in 2017-18.

A Guide to Flexible Work Arrangements at OSU

OSU is committed to being a great place to work, learn and flourish; and to creating and sustaining healthy environments that enable community members to live productive, balanced and engaged lives. In an effort to confirm this commitment, OSU supports the use of flexible work arrangements (FWA) in situations where there is a mutual benefit to the employee and university. FWA can be beneficial to both employees and to the university by:

- Contributing to recruitment and retention efforts
- Reducing stress and increasing morale
- Improving employee attendance
- Assisting employees in work-life integration

Flexible Work Arrangements vs Accommodations

It is important to understand that flexible work arrangements are not meant to substitute for, or interfere in any way with accommodations in the workplace in regards to schedule due to a disability or medical necessity. Separate processes are in place for an employee with a disability who needs to request a workplace accommodation, which are coordinated through the Office of Equal Opportunity and Access. Additionally, when an employee needs to miss work due to a medical condition, or military leave, FMLA, OFLA, or military leave may be appropriate.

Equal Opportunity and Access

Email: Equal.Opportunity@oregonstate.edu
Phone: 541-737-0553

FMLA

Email: FMLA@oregonstate.edu
Phone: 541-737-5946

Eligibility

Flexible work arrangements can be a benefit in many situations, however, it does not mean that they will be appropriate for every job type. Eligibility differs across employee types and may not be suitable for particular:

- Jobs and office business needs: Example when employees are required to be available for customer service support during certain business hours.
- Employees: In general, employees will only be granted flexibility when their work is up to date, they have demonstrated the skills and qualities needed to succeed in the proposed FWA, and essential functions of the position can be met.

These arrangements must be agreed upon by both the supervisor and the employee, but ultimately it will be up to the supervisor to determine feasibility. In

order for a manager or supervisor to determine if a FWA is appropriate, their primary criteria in this decision-making process should be if the FWA will meet the business needs of the workplace.

Employment type also should be a consideration when looking at the feasibility of a flexible work arrangement as not every employee type has the same considerations in regards to overtime, etc.

Unclassified Employees are eligible based upon their manager/supervisor's discretion and the business needs.

- **Unclassified Exempt Employees:** Unclassified Employees that are FLSA Exempt (not eligible for overtime) are paid on a salary basis to perform a job on a professional workweek basis. In other words, there is no maximum, or set number of hours per week. At the same time, while these employees have more flexibility in their schedules, they may nevertheless be subject to structured work schedules as set by their supervisors and may be required to receive prior approval to be absent from or leave work during the normal workweek.
- **Unclassified Non-Exempt Employees:** are eligible for overtime and must be compensated either with cash or compensatory time at the rate of 1.5 times their regular rate of pay (the employee can decide). As this classification of employees must track and account for time spent in the workplace, supervisors may have greater influence over employees' work schedules. Nevertheless, flexible work arrangements are possible with supervisor approval

Classified Employees are eligible based on their manager/supervisor's discretion, business needs, as well as the collective bargaining agreement. Classified Employees are contracted to work set hours per week, however, requests may be approved if a supervisor determines departmental workload and service requirements allow it. The Irregular Flexible Work Schedule form can be useful in arranging schedules that do not exceed contracted hours for work while ensuring that business and work-life needs are met.

Flexible Work Arrangement Options

Telecommuting

- Regular telecommuting
- Occasional telecommuting

Regular Telecommuting agreements are supported by a [telecommuting agreement](#) that specifies the requirements and details of the arrangement. A telecommuting agreement can be for a defined period of time, or indefinitely, and can be terminated by the supervisor or employee at any time (generally with at least 3 working days advance notice). Please review the [agreement](#) and [policy](#) for more information.

Occasional Telecommuting (Unclassified Only) arrangements are approved on a case-by-case basis and are not regularly scheduled. Approval must be documented, which can be done via email. The purpose of occasional telecommuting is typically for situations such as:

- Personal needs at home, such as meeting a utility technician
- Temporary workplace disruptions such as office relocations
- Devoting concentrated efforts to a project

Irregular or Flexible Work Schedule Requests

- Compressed Workweek
- Flextime

Compressed Workweeks are schedules that allow a full workweek to be condensed into fewer days in the week. For example, an employee that usually works 5 days a week, 8 hours a day, to equal 40 hours in a week, may request to work 4 days a week, 10 hours a day to equal 40 hours in a week. Some variations to this schedule may occur during weeks that have a University Holiday. Unclassified employees should work with their supervisor and document the agreed upon schedule. Classified employees should complete the [Irregular or Flexible Work Schedule Request](#).

Flextime is a broad term for various work arrangements that mutually support workplace productivity as well as an individual having greater control over one's time. Examples may include varied beginning and ending times for specific days of the week while still working an individual's full FTE. This can be a formal agreement with your supervisor (should be documented) if there is a set schedule, or informal, based on an individual's need that day for circumstances such as a personal appointment.

Supervisor Training on Flexible Work Arrangements

OSU recognizes that there are benefits to FWA for both employees and the University, but also that supervisors may have questions or concerns regarding how to implement, respond to requests for, or manage a flexible work arrangement. To guide their decision-making process, supervisors may want to consider the following series of questions:

Step I: Workplace Considerations

What is the nature of your work?

- What does your unit produce or what service(s) does it provide?
- What are your unit's hours of operation?
- What is evidence of your unit's productivity?
- Is specialized equipment used?

How does the work get done?

- What are your employees' responsibilities? What are your employees' current work schedules?
- Are the positions solitary and independent or joint and require daily contributions and interactions?
- Who are your customers? What are the **formal** and **informal** expectations for service?
- How does your unit communicate to its customers? How does your unit communicate with its employees? How do your employees communicate to each other?

Where does the work get done?

- What is the location or place of work? Can you imagine aspects of the work being done in another location? Is distance a factor?
- Are there meetings or events that your employees must be present on campus for?

Step II: Identifying Appropriate Flexible Work Arrangements for Your Unit

- Now that you have outlined the nature of your work, how might current employee schedules be altered while maintaining productivity?

Types of Flexible Work Arrangements for your consideration:

- Flextime - altering the start and end time of the work day
- Compressed work week - compressing a five-day work week into four
- Telecommuting - working from another location, generally from home

- What types of flexible work arrangements would work best in your unit?

Examples:

- If your unit must be open for customers from 8:00am to 5:00pm, employee start time might begin as early as 7:00am or end as late as 6:00pm to accommodate closing and ending procedures.
 - If you have adequate staff who share responsibilities, the work day might extend to accommodate 10 hour days.
 - If the nature of your employee's work is web work, the work could be done in another location.
- If all of your employees were to ask for flexible work arrangements, what kinds of flexible work arrangements might you be able to offer? *Note: Not every employee will ask for a flexible work arrangement and similarly situated employees should be treated consistently.*
 - How will job responsibilities, customer service, and productivity be maintained in new arrangements?
 - How will the employees maintain communication with your customers, co-workers, and you when working an altered schedule?
 - Do the proposed flexible work arrangements *unintentionally* increase co-workers' responsibilities or work?
 - Example: If the employee proposes to work at home, will their phone be forwarded to their home office or will another employee in the office be expected to answer it?
 - How will productivity be measured when the employees work altered schedules?
 - Example: If the employee is telecommuting and is assigned a project, evidence of productivity is its on-time completion.

Step III: Approval of FWA Schedules

- You and your employee should discuss appropriate flexible work arrangement options for your unit. If required for the agreed upon FWA fill out the appropriate form, i.e., telecommuting agreement or irregular or flexible work request. If no form is required, document the agreed upon arrangement in an email or other format that can be reviewed by both the employee and supervisor.
- The form becomes part of your employee's in-house personnel file.

Step IV: Implement and Monitor

- The FWA agreement should be reviewed periodically, perhaps every three months (but at a minimum annually), and adjusted to meet business needs and to best accommodate an employee's work-life needs.

- Failure to meet obligations of the agreement should result in the modification or termination of the agreement.

Research

FWA improve the quality of the workplace experience, contributing to the creation of an inclusive campus by assisting diverse employees in managing their work and personal life needs (Ryan & Kossek, 2008). Workplace flexibility can increase employee productivity and engagement (Gajendran & Harrison, 2007; Vega, Anderson, & Kaplan, 2015). Flexible work policies are associated with fewer absences, days late, and missed deadlines (Halpern, 2005). Studies also suggest that flexible work arrangements can reduce employee stress and burnout (Gajendran & Harrison, 2007; Halpern, 2005; Moen, Kelly, Tranby, & Huang, 2011) while increasing engagement in health behaviors, such as getting more sleep and physical activity (Grzywacz, Casey, & Jones, 2007; Moen et al., 2011). As a result, employees lower their utilization of health care services. Lastly, organizational promotion of flexible work arrangements can be used as a strategic business tool to attract and retain talented employees. FWA is associated with higher levels of job satisfaction and organizational commitment and lower turnover intentions (Gajendran & Harrison, 2007; Halpern, 2005).

Contact Information

Human Resources Employee and Labor Relations Team

Location: 204 Kerr

Email: employee.relations@oregonstate.edu

Phone: 541-737-0632

Office of Work-Life

Location: 417 LiNC

Email: Christina.Schaaf@oregonstate.edu

Phone: 541-737-4960

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Childcare and Family Resources

Oregon State University, 1030 SW Madison Avenue, Avery Lodge 213, Corvallis, Oregon 97331

Email: FamilyResources@oregonstate.edu Phone: (541) 737-4906

**2016 Child Care Needs Assessment
Summary Report**

In December 2016, students and employees were invited to complete a brief on line child care needs assessment as a follow up to 2014 comprehensive child care needs assessment conducted by Mills Consulting Group. The purpose of the December assessment was to assess current OSU family needs and concerns as well as plan for capacity and affordability. OSU and the surrounding Corvallis community continue to experience a shortage of available child care and, when child care can be secured, the high cost of care continues to pose an undue burden on a percentage of our student and employee population.

The assessment yielded a high response rate with 1265 surveys completed, a 27% increase over the response rate in the 2014 survey. Faculty represented 52% of respondents with students being the 2nd largest population by role at 31% of respondents. Classified staff represented 14%. In addition, of the 957 respondents who chose to disclose an age range, 825 employees and students were within the age range of 25 years up to 44 years.

In comparison to the 2014 assessment, we saw a large increase in the number of children reported, with an overall increase of 33%. Most significantly, there was an increase in the newborn to 12 month age range with 118 infants reported in 2014 versus 227 infants reported in 2016, a 92% increase. We also saw a 21% increase in the number of folks anticipating parenthood within the coming few years.

In summary, the OSU employee and student need for child care is not diminishing but increasing; increasing within a local climate of no expansion of child care center options and no increase in child care assistance. (Of note, 58% of respondents were within the Corvallis, Philomath and Albany zip codes). As with the 2014 assessment, the top four ranked child care initiatives in the 2016 assessment were:

- Financial assistance
- On-site, emergency backup care
- Child care center on or near campus
- Drop-in, short term care

OSU recently renovated the ground floor of Azalea House, which has created an additional potential 48 slots. We are working to get this site open as soon as possible and doing so may require an additional contribution of OSU funds. We will know more in the coming two months.

Lastly, it is important to note that the need for available and affordable child care is not specific to the Corvallis campus. We had 47 students and employees on the Cascades campus respond to the survey. Of the 47 who responded, 24 were undergraduate students with children. From one undergraduate student: "Child Care is a huge problem in Oregon. Going to school, working and trying to take care of the kids is a huge restrain on scheduling. I would love to see assistance from OSU in this area, and think it would be great for them to show that kind of investment in their students."

Brief Comparison of 2014 and 2016 Child Care Needs Assessments

	2014 Respondents	2016 Respondents	% increase
Children Under 12	645	962	49%
Anticipating Children in 2 years	351	445	27%
Total Number of Respondents	996	1265	27%

Role at OSU	2014 Response Percent (N=589)	2016 Response Percent (N=1305)
Academic Faculty	28%	24%
Professional Faculty	23%	28%
Undergraduate Student	23%	13%
Classified Staff	13%	14%
Graduate Student	11%	18%
Post Doc	1%	2%
Other	1%	3%

Age of Children	2014 Numbers of Children	2016 Numbers of Children	% increase
Newborn to 12 months	118	227	92%
12 to 23 months	125	150	20%
24 to 35 months	126	165	31%
3 to 5 years	298	371	24%
6 to 9 years	323	405	25%
10 to 12 years	125	163	30%
Total number of children	1115	1481	33%

Age of Respondent	2014 Percent (N=690)	2016 Percent (N=957)
18-24	4%	2%
25-34	39%	39%
35-44	46%	47%
45-54	10%	11%
55-64	1%	1%
64+	0%	0%

Type of Initiative	2014 Number of Very Likely Responses	2016 Number of Very Likely Response
Child care center on/near campus	62% n=528	57% n=504
Financial assistance to pay for your choice of child care	68% n=582	62% 565
Onsite emergency back-up care for when your regular child care arrangements are not available	63% n=540	57% n=525
Drop-in care for short periods of time such as attending/teaching an academic class or exercising at the recreation center	56% n=483	51% n=469

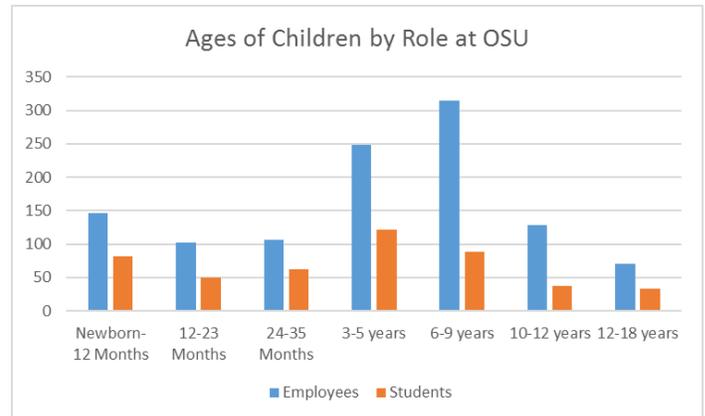
2016 Child Care Needs Assessment Results

Do You Have Children Under the Age of 12?	
Yes	962
No	304

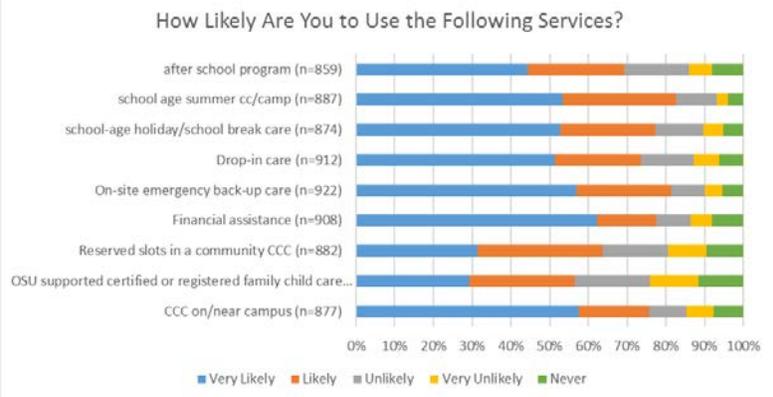
Are You Anticipating Parenthood w/in 2 years?	
Yes	445
No	660

Respondents Age	
18-24 years	20
25-34 years	376
35-44 years	449
45-54 years	101
55-64 years	10
65+ years	1

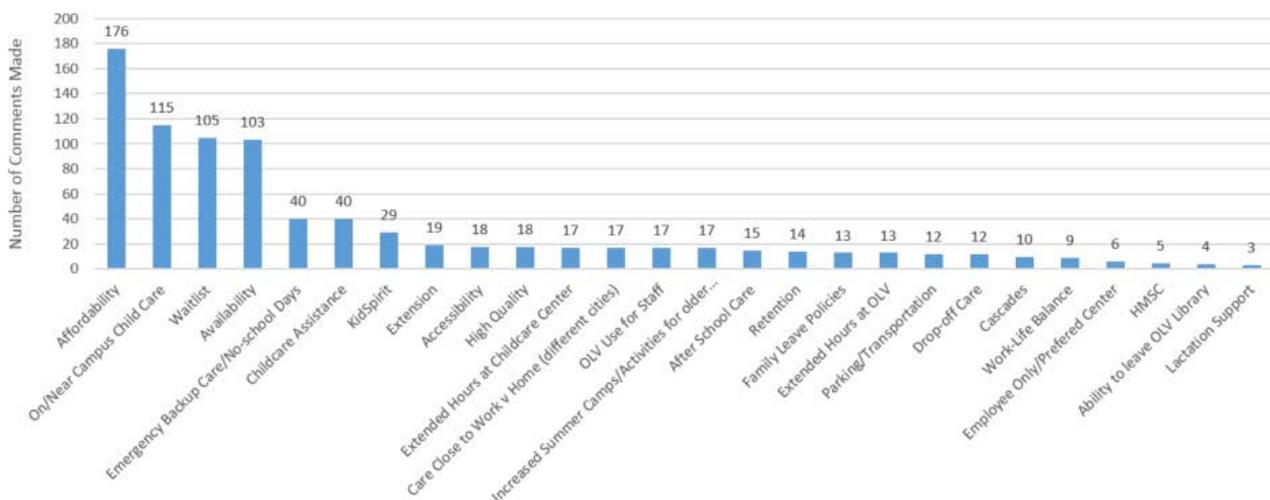
Role at OSU	
Academic Faculty	308
Professional Faculty	364
Undergraduate Students	170
Graduate Student	241
Classified Staff	177
Post Doc	21
Affiliate Staff	12
Courtesy Faculty	3
Visiting Scholar	4
Extension	1
Research Associate	4



Age of Children	
Newborn- 12 Months	227
12-23 Months	150
24-35 Months	165
3-5 years	371
6-9 years	405
10-12 years	163
12-18 years	101
Total Kids	1481



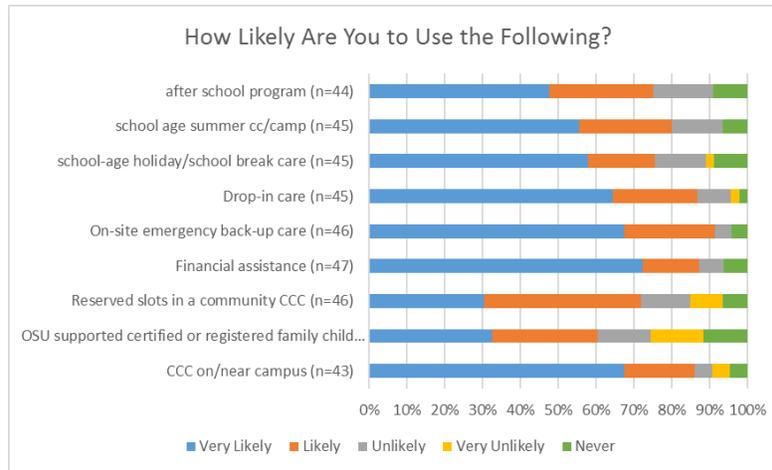
2016 Child Care Needs Assessment Comment Themes



Cascade Specific Results

Roles at OSU	
Academic Faculty	7
Professional Faculty	6
Undergraduate Students	24
Graduate Student	7
Classified Staff	3

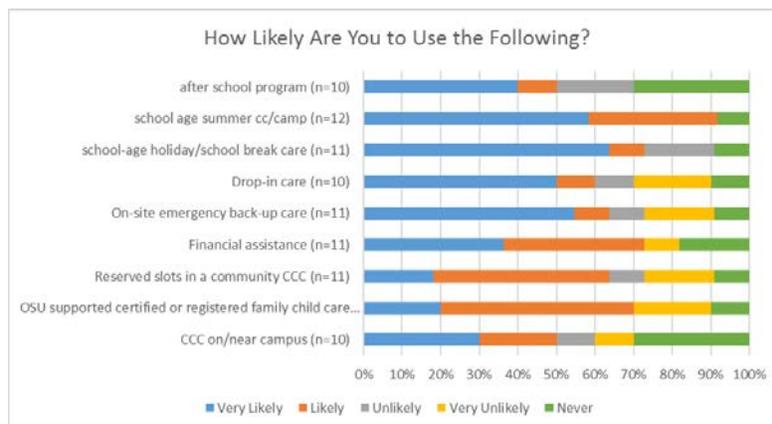
Age of Children	
Newborn- 12 Months	9
12-23 Months	12
24-35 Months	8
3-5 years	20
6-9 years	16
10-12 years	4
12-18 years	2



Hatfield Specific Results

Roles at OSU	
Academic Faculty	2
Professional Faculty	8
Undergraduate Students	1
Classified Staff	1

Age of Children	
Newborn- 12 Months	1
12-23 Months	1
24-35 Months	1
3-5 years	5
6-9 years	4
10-12 years	4



Comments Regarding Affordability & Availability

I am encouraged that OSU keeps asking parents about their childcare needs but it feels like we've already answered this question.... YES we need more childcare resources. Current wait-lists are two years plus for infants. We understand that there are liabilities and costs but this feels like something that would set OSU apart from other campuses. Are there other ways to get the funding? Can alumni and donors be a potential funding source? Safe and high quality childcare is just as important as a new science or classroom building. Announce a plan, prioritize needs, have a fundraiser but lets stop talking about it and get it started.

Fulltime child care for kids younger than 3 (too young for pre school) has been next to impossible to find in Corvallis. It's infuriating. I realize this isn't any one party's fault, but pretty much ANYTHING you can do to address infant/toddler care shortage would be enormously appreciated. The cost thing is another issue; I know Oregon is an expensive place for childcare in general, and we have significantly fewer education days/hrs per year in the public system. (Im sure these are things you know already.) I'm paying \$2700/month to keep my three kids in care M-F during regular work hours. And my oldest is in public school! We need more spots, something done about the cost, and the public schools to increase instructional hours. I'm hopeful you can do something about the former. Thanks and good luck!

OSU summer childcare is wildly unaffordable, and the drop-in services like Our Little Village are not available when needed. One time I have been able to use the latter service in 3 years. Furthermore, many instructors have the impression that student fees pay for free student childcare during "most class hours" LOL.

I literally cannot afford childcare. I have a pieced together system that is working for me, but it is unstable and changes frequently. I am lucky to have a supervisor that is understanding when I have to leave or come in late, but I worry about the stability of my job because of this. My husband and I both work 40 hours per week and there is absolutely no way we can afford to send our kids to a childcare facility on campus or in town because they are so expensive. If I were to have both kids in childcare full time, it would cost more than my monthly salary. It feels hopeless and it is incredibly frustrating.

My children are now school age, but they previously attended Growing Oaks (CCCC) which used to hold a contract with OSU. That contract was not renewed one year after my first child started attending and the cost of tuition rose significantly and continued rising on an annual basis. This became impossible for us to pay on my classified staff income alone and eventually our family had to provide financial assistance. We were awarded subsidies on a few occasions, which was great, but generally speaking, it was really hard to keep this up. Other options or financial assistance for both employees and students would be great. m

I think in the previous question, the qualifier "available and affordable" is key. I'm classified staff; to pay to put my child in Beaver Beginnings is half of my take-home pay each month, at which point it is cost-prohibitive for me to work at a job that I love and in which I excel. I am lucky in that I have a couple of friends who stay at home with their children and have offered to care for my baby when he arrives next month, or I would be forced to explore other options. For example, though I have several degrees, it would cost my family less for me to quit my job at OSU, care for my child, and work a part-time minimum-wage job when my husband can care for the baby. Unfortunately, I am not in a position to simply stay at home, and I cannot afford the current options for childcare, which is literally equivalent to the rent I pay for my home. If it is a priority for OSU to support working parents, particularly working

mothers, providing assistance such as reduced-cost childcare, or perhaps a stipend based on income similar to the stipend received for health insurance, is necessary.

Current off-campus childcare costs: \$1100/month for toddler; \$950/month for pre-K. Our oldest is now in kindergarten, but last year we were paying the total of those two costs, so \$2050/month. The point is that a more affordable option through OSU would be fabulous. Thank you for looking into the options.

Major issues for me are: Childcare is VERY expensive = more than 3/4 of my salary when both were in childcare (I work 0.65 FTE as an FRA and the 2 kids were in child care half time, but they charge more than 3/4 of full time rate). I basically went to work for \$200/month after paying for childcare for 5 years.that is hard to stomach and I nearly quit my job. Now that one child is in school, I need help with all the non school days. Camps are VERY EXPENSIVE for 10 weeks a year and always have different start/end times . juggling my job and drop off and pick up to camps is difficult. I don't have any extended family around, so the odd days when I need to stay late at work, I have nowhere for them to go at short notice. A drop-in system would be good for after school care situations like that But it would be good if I could also to include my pre-K age kid with my 1st grader as she is not in daycare past school hours either.

The options for child care in Corvallis are scarce. OSU must invest in additional care facilities.

It is so sad that the childcare facility on campus, Beaver Beginnings, has an extremely long waitlist. Give how much I get paid as an adjunct faculty member with a PhD, I can barely send my kids to daycare if it weren't for my husband's salary on campus. Even then, for two kids in daycare, we are expected to pay \$20,000. This is ridiculous. Moreover, I have been penalized because I have children when it comes to choosing my family vs work/teaching. The degree of discrimination is so painful to endure.

We were on waitlists for 18 months with our son after he was born, and only one of 5 has come through in that time period, forcing us to juggle utilizing the drop-in care at our little village, in-home babysitting, nanny-sharing with other community members who are in the same boat, and reducing our availability to work in order to meet our child care needs within our budget. We have much appreciated the resources that have been available, but it is my opinion that at this time the need for childcare well exceeds what is provided by OSU given that local childcare centers in the community also have waitlists of over one year.

Childcare is very limited and expensive in the area. If I have another child, it would cost more than my salary to put them in childcare. I would instead leave my employment with OSU

It took us over two years to get our child into Beaver Beginnings. Child care in Corvallis is extremely difficult to get into.

My children are students at Mountain View Elementary. It would be wonderful if there was an affordable program on or near campus, besides the Boys and Girls Club. The atmosphere at BGCC feels chaotic/overwhelming at times and both my son and daughter have expressed that they wish they did not have to go there. However, as a single mother who works full-time, I am unable to afford different care. An after school program for employees here on campus would be amazing!

Affordability and availability are extremely important but we need to have high quality child care programs and care givers too. Any centers or programs that are partners with or developed by or

offered to OSU should have OSU's stamp of approval whether that means review of the curriculum and licensing or licensing and observations by OSU itself.

I simply can't afford the daycare on campus or even around campus. My son had to go to a church preschool in Albany because it was more affordable and they were flexible. I paid around 600 without lunches included (which is \$100 more expensive than I was paying before, but that in home daycare was too far away from my commute to Corvallis. The daycare on campus is much more than that and has a long waiting list. I barely now make a livable wage at OSU (just got off food stamps after working here for 3 years) and to spend the \$750 or more a month for the convenience of my child being on campus isn't something I will be able to afford any time soon. I'm expecting my second child and now I have to worry about the cost of daycare for a child in diapers which is an additional charge. I really wish I could use the one on campus, it would make me feel a lot more reassured than worrying about my children being on the other side of the river, if anything were to happen.

Child care for newborn to 2 is extremely hard to find that is affordable. And finding someone that is going to develop kids at that age seems to be difficult to find as well.

The demand for child care in Corvallis is very high. We started searching for child care when we were only 8 weeks pregnant, and are still on a wait list at several facilities (baby is 2 months old). Having my baby at a childcare facility on campus is very desirable for us (as it is apparently for a lot of people). I know there is talk of a new childcare facility opening on campus soon, which could alleviate some of the wait list. In general more slots for children of students/grad students, as supposed to more faculty slots, would be beneficial, especially because we are the ones paying tuition!

Now that I have a child in a daycare facility in Eugene I am less likely to use options at OSU, but before my child was born, I was considering child care on campus. Unfortunately, I was unable to find a space. Had there been a space, my child might have continued at a facility in Corvallis. We now have a relationship with our caregiver and are less likely to change unless there was a significant financial incentive to do so.

As a student parent I have found it very difficult to find all of the resources available to me. I have also been unable to find out if there is any special reduced rate of tuition at the OSU preschool for children of students.

There needs to be more options for employees on/near campus (preferably somewhat discounted like Beaver Beginnings). Childcare for an infant toddler is around \$1100 per child in the community with limited spots. Childcare is literally more expensive for one child than a mortgage payment. Beaver Beginnings would be nice, but they don't have enough space. We have been on the waitlist for 3 years.

Child care costs are an extreme burden for the adjunct, part-time and INTO faculty. Summer vacation also means that spouses cannot work full-time jobs. The result is constant stress that negatively affects OSU employees and the university itself.

I am very concerned about the rising cost of child care that is near campus. I breastfeed and going to see my infant in an hour and return back to work is not feasible. The costs continue to rise for the same service.

We currently use childcare that is not part of the OSU campus but we would love to be able to use something more affordable on campus.

Free/very affordable care for children.

Availability and affordability are a MUST. Child care in this town is RIDICULOUSLY expensive.

resources for childcare for single parents like myself who just cant afford the cost of childcare in corvallis. maybe childcare grants for OSU students?

Sometimes I only needed day care for a few hours but the way daycare is set up I was required to pay for full days if I needed it, regardless of the time needed. This was also my first year as a mom and I received child care subsidy assistance. It was extremely helpful, though I received it the week of finals, to pay for this month.

more affordable child care!

Had I an opportunity to fill out this survey when I started working at OSU eight years ago, all of my answers would have been "very or highly likely" or similar. Eight years later, now only one of our three children needs any after school supervision. Full-time non-subsidized childcare is ridiculously expensive. If OSU could provide more subsidized childcare to more of our faculty and employees, I think it could only be a net good for our institution.

Easy access to lactation rooms and information for them. Child care options and availability or waiting lists times.

When the children were smaller I found it very difficult to find child care near campus or even off campus within a reasonable amount. My children are older now and not as much of an issue; but full time daycare was a minimum of \$1,000.00 each month for me. The summer program on campus was great must terribly expensive and I didn't qualify for help in paying those costs.

OSU states on its postdoctoral homepage that "Oregon State University welcomes postdocs and their families." In stark contrast to this, however, is the fact that waiting lists for child care are very long (range of 8 - 12 month in my experience). This holds true for Beaver Beginnings, but also for child care center in Corvallis in general. This makes OSU not the outermostly attractive place to do a postdoc. So reducing waiting times would be e very good and importat step forward. Also, OSU tries to attract international postdocs. However, the situation is even a bit worse for them. Currently, there is no short-time or long-time housing option for international postdocs with families. Only options for singles exist. However, it would be particulalry valuable for families to have a place for the first few weeks / months when they arrive from abroad. Typically, families with kidz care more about hygenic conditions of an apartment than individuals. while the options for child care waiting times for child care are in the range of 8-9 month.

It is incredibly difficult to find childcare in Corvallis. So, it would be extremely helpful if OSU employees could have spots reserved in child care centers or home-based centers near campus or if OSU had an on-campus center with enough spots available for employees' children.

Space, I couldn't find a single childcare with an opening within 10 miles and then cost was a barrier too

The child care currently available is good. But what parent students need is more time to study. Having child care for class is great but 80 percent if not more of the learning is done outside of the classroom. An affordable alternative to traditional childcare facilities (which no student parent can afford) would be most beneficial.

Some sort of stipend or child care credit would be really helpful for us to get started. We can't afford childcare at the moment because my husband can't get a job while he's at home with the baby. It's kind of a catch 22- if he had a job we could afford care, if we had care he could get a job. Something to start us out would greatly improve our quality of life.

The challenge of finding child care in Corvallis is very daunting. The ability to be selective about where your child goes is rare because it is so difficult to find a place to start with.

A relatively inexpensive and easily accessible care option is my top interest. I think flexibility to accommodate changing schedules is also very important. We are planning to have children and are looking for increased opportunities and cost effective means for care for young children on this awesome, family friendly campus.

Affordability & Accessibility are key!

For the past eight years (since we had our first child) it has been very difficult to find childcare that is high quality, caring, affordable, dependable, and workable around the university schedule.

Affordability and availability is key, especially the latter with wait times of many months!

1. Make it more affordable. It needs to be below the avg in Corvallis. 2. Put more information out there about what is available. 3. For drop in care/emergency care, make it more exciting for kids 8-12. 4. Provide some form of transportation to get kids (older) to campus for after school care. I'm at school, can't go pick them up.

Assistance with child care costs is extremely helpful. Dealing with the expense of child care is the largest hurdle I've faced as a returning grad student. The cost of daycare for my 8 month old son takes up 50% of my GA income. As a family, we can afford a better home in Albany and thus we do not live close to campus. While the drop-in, on-campus support is helpful on occasion, all support for childcare at non-OSU facilities is greatly appreciated.

My wife and I are planning to have a child soon (in the next two years) and since we both work at OSU having some sort of workable and available daycare at our place of work would be extremely beneficial. From what I've heard from the other parents that are in or have tried to get kids in to OSU daycare the waiting list is huge and it could be years before our kids would be able to get in. We hope adequate and affordable coverage is available when we do decide to have kids because if not; we'll have to make the hard call of having one parent work and one parent stay at home with the kids.

Childcare and the lack of it has made a profound impact on my choices as a working single mother. I have been fortunate that I've had great understanding bosses and have been able to work from home for a significant part of my career for the past 17 years. My wish is that we would allow more flexible schedules for working moms with the ability to work from home included.

I feel like this is the 3rd survey or so that I've taken regarding these issues, and while I very much appreciate the university seeking my feedback, I have yet to see any difference/change/increased monetary support. This is an enormous issue for a lot of people, myself included. Cost of care is extreme and decides much of what else can be afforded. Each year costs rise. Is there any idea when/if something will be done to assist employees with dependent care?

Access to affordable and quality child care is a HUGE problem for our community. It is disappointing that OSU doesn't offer mor childcare, it is practically impossible to get in at Beaver Beginnings. We have scrambled to find good daycare and if it wasn't for good benefits, I probably wouldn't have worked at OSU these last few years. Luckily now I have a 9 month position and I recently turned down a 12 month position because the cost of care over the summer would consume my paycheck. I feel fortunate that we have made it through the baby years--because it is very stressful to find anything that works. If OSU wants to be more family friendly and support (especially) women, we need to make progress on this topic. Thank you for asking and looking into the issue.

More child care options are needed! We currently utilize a nanny because it is only marginally more expensive to have someone come to our home to watch our child (soon to be children--our second will be joining us this month) than to place our children in a child care center. Not to mention the fact that when our child care circumstances changed earlier in the year, the wait lists were all too long for us to even make arrangements with a child care center. Options are too limited and too expensive.

Beaver Beginnings on campus was excellent and convenient when we had daycare aged children. But there are not enough spaces. We joined the waitlist with our second child. Getting updates as to where we were on the waitlist (or if we even were on the waitlist) was difficult and when we finally got the call, we were on our third child. Beaver Beginnings is also expensive. Corvallis, as a whole, needs more child care spaces, and more affordable child care. On campus drop-in care is a good idea but my co-workers and I generally just bring our children to the office. We've set up a space with toys and activities for children for such an eventuality.

I was hired at OSU this fall and was very disappointed there were no childcare options for me. I had called the childcare facility and they informed me it would be at least a years wait, if not more. So I didn't even bother.

Affordable options for school-aged children would be wonderful-times to over school breaks and the summer.

Though my children are now (blissfully) school age, we had tremendous difficulty finding acceptable child care arrangements for our youngest before she started kindergarten and my faculty peers are also experiencing the same now. My experience was that there were too few daycare slots available and moreover that of those that were available too few were really designed for full time working parents (i.e. afternoon care is provided by less qualified caregivers - the assistants only). Despite working full time since my eldest child was born (10 years now), our first year in Corvallis (2013-14) was the first time that lack of appropriate childcare interfered with my ability to work. Beaver beginnings had a 2 year wait list; one of the other popular centers in town literally made me cry (when we visited several children were in a corner crying, the director was late meeting us because she needed a cigarette break and reeked when she did come in). We ended up in a facility that we liked, however for my daughter having to transition teachers and rooms to stay for the afternoon was simply too much... When her own teacher described the process as torture for her, we switched to half days only - requiring a difficult

juggling of responsibilities to make it work. I sincerely hope that the university is able to support additional quality facility based care for FULL time working employees.

My children are now at the age where we have established their care needs and have a routine, so I appreciate the survey but am not in a place in my life where I would take advantage of any of these options. When my children were small, I would have welcomed many of the suggestions earlier on your list, particularly subsidized child care for the center of my choice. Beaver Beginnings had no slots available when I was looking for child care; further, their developmental model was not what I was looking for in terms of child care but it was the only choice if one wanted to take advantage of a faculty discount. But the point was moot anyway as there were simply no slots. Child care is obviously a huge issue; another is that the zone schedule runs in such a way that single parents cannot teach in the 8 or 4 o'clock zone easily as public school is not open early or late enough to accommodate making an 8 o'clock or 4 PM class. Like many other things here, it becomes up to the individual faculty member to try to reach some sort of accommodation with the chair/director. I know this wasn't the topic of this particular survey, but it's what parents run into once their children age out of child care, and then K - 12 presents its own set of challenges, which the later options on your survey address.

As junior faculty member with an infant less than 6 months of age, I think that the child care services available at OSU are VERY inadequate to support females trying to meet promotion and tenure requirements. This includes - - (1) extremely long wait times for infant care across the entire Corvallis/Albany area, (2) no support for females to attend meetings during maternity leaves (e.g., short term day care, parking passes), and (3) inadequate support at the College/University for females to feel able to fully take maternity leave both at a culture level and also logistically - - (e.g., Since OSU does not provide paid maternity leave, if you need to work intermittently, then you cannot use short term disability resulting in either exhausting sick/vacation or going unpaid).

On campus, AFFORDABLE, child care would be huge for us. I am an instructor at OSU and we struggle to pay childcare costs as it is and while we really enjoy our nearby facility (Growing Oaks) having an on campus facility would be great.

Having one parent at home can cut your income in half (in my case more), but it is worth it. My wife would make around \$100,000/year if she worked full time in her profession, I make less than \$50,000/year. Having our kids in day care isn't worth \$100,000/year. For us the most important thing that enables this is being able to have the skills to live within our means. Another enormous help would be short term drop in day care for faculty/staff where a spouse could drop off the kids for a bit and use the Dixon or other fitness/recreation facilities. Being a stay-at-home parent is FAR more difficult than going to work every day, so stay-at-home spouses of OSU employees could really use the support.

How many times does the university have to ask? Please refer to the 2013 child care study, which was done by an outside consultant for a comprehensive understanding of the need! While I don't currently have a child under 12, I have fellow colleagues and co-workers who have tremendous difficulty finding childcare in the Corvallis region. The need is not going away unless there is a steep decline in enrollment and corresponding steep reduction in faculty and staff.

Students with children need all the help they can get. I currently have a student in two of my classes who commutes from Keizer because housing and childcare are so expensive and scarce in Corvallis.

I have two children that are now in high school and can honestly say that the amount of time and money I spent trying to obtain quality childcare when they were younger was a massive challenge to my budget and my career. I fully support any childcare assistance at OSU for my colleagues with small children.

I am concerned about the affordability of child-care. I would like OSU to make childcare affordable for my colleagues who have pre-school age children.

I am adopting in the next two years. It's too hard to get connected to day care as I'm struggling with getting on waitlists when I don't know when we'll have our child.

I find it unfortunate that the childcare on campus has such long waitlists. Being new to Corvallis, I am finding it very difficult in finding affordable childcare and it may influence my future at this university.

I'm new to OSU and the search for affordable, available child care options was a monumental issue. More help would be such a relief to a lot of parents in this community.

I consider lack of available child care is one of OSU's greatest problems in retaining talented parents (frequently, women) in our workforce. I hope the campus puts more effort into making child care accessible and affordable or we will continue to lose our faculty and staff, which not only results in loss of talent, but also increased cost due to time/effort for recruitment.

My child starts kindergarten in Fall 2017 and I am worried about what we will do with her after school and during Winter, Spring, and Summer breaks. I am not aware of all the child care options for school age children who have parents that work all year at the 8-5 job. I understand there is summer camp KidSpirit but that is a solution to only a small part of our dilemma!

I have regular care but the biggest need is alternatives when that option is sick or closed and for after school as most care places do not take the child once they are school age and school lets out before my work ends. Also options are generally not very affordable and I barely make more than the cost of the care.

Limited availability aside, affordability is a problem in Corvallis. When I heard of students protesting high tuition costs I was outraged. I pay more for child care, for one child, than a freshman pays in tuition in Corvallis. So I can come to work at this university and support these freshmen educations. Maybe faculty should be the ones protesting instead.

We need more child care options, esp for the youngest age groups.

I did my best to make use of the childcare options on and near campus but they were either unavailable (e.g., 2 year wait lists for infant child care) or unaffordable (summer camps on campus). My wife and I eventually gave up and she decided to stay home with the kids until they were in school full time. I am hoping that OSU will GREATLY increase their investment in child care facilities and options on campus. Current options are not really useable by a large portion of the employees on campus. This is perhaps the most disappointing aspect of my arrival at OSU in 2013.

Something affordable!

The current state of childcare offered through OSU is woefully inadequate. The wait list is impractically long and the local reputation of facility is very poor. It is very unfortunate OSU can not be a leader in this effort. I am among many parents who would gladly move their kids to a sufficient OSU run facility.

I have one at a facility now, she has been there since birth so unlikely to change. Couldn't get into OSU's program, not enough spaces. Not wanting to change at this point. This is her last year before going into kindergarten. No school day programs, summer care programs at a reasonable cost are very much of interest. OSU's programs are great now, just very expensive. Wish the cost was closer to Boys and Girls Club.

I am having a child in May 2017 and will need childcare beginning the in the fall of 2017. I would like there to be affordable options for childcare at OSU.

I am so glad that OSU is working harder to attend to the needs of its students who are parents, especially those of us in situations where both parents must work, do not have family members in the area, and/or can't afford traditional daycare such as myself.

I plan to have children in the next two years. I will need affordable infant and early child care on campus, with the capacity to serve me when I need it. Starting a family is important to me and having affordable and accessible infant and child care on campus is essential for me to be able to keep my job here at OSU. I am a full-time instructor so my schedule will not be as flexible as some of the research faculty. Having an array of availability for full-time, part-time, and drop-ins will be helpful so I could arrange my child care around what I will need to teach and be a parent.

I live in Salem and work in Corvallis. I do not have any family in the area, and as such, will not be able to leave my child with them. I'm the main breadwinner in my house, so I expect to need full time childcare while I am at work and my husband is going to school. Unfortunately as a classified staff I barely make ends meet now, so I honestly don't know how I'm going to pay for childcare in the next year or two. I know that I can use my flex spending account, but with the cost of childcare in Oregon I don't expect that I'll be able to deduct that much from my paycheck. I'm very worried about this.

lack of access to affordable and quality child care has been the number one limitation on my career; I am sure it has been a problem for others; please help with this

Since we are very new, we are fairly unfamiliar with these types of service. We were surprised to learn about the lack of availability of slots for our daughter and the long wait list for child care. It would be great to see these services improve. But I'm not sure the university should be the one doing all of this. The local community could be a better resource if there was better partnerships

Affordable is essential.

I respect this issue, but I also consider that the university could help employee-parents with a comprehensive list of child-care options within the Corvallis community. It seems that this community wants to replicate intense east coast practices that put a 3 month old on the path to their first Nobel Prize. Affordability is a concern as is the cost of housing in our community. Those were factors for my family when planning the number of children in our household.

Thank you so much for continuing to assess needs - I am confident that there is such a demand for childcare among OSU employees, that any center or program you develop will get filled. I urge you to be a leader in the nation in supporting families by offering affordable care on site for your employees. This improves morale and increases retention, offering long term financial and social benefits.

Availability of full time infant child care has been a concern for us as we wait a placement of an infant for adoption. Along with not having a due date like biological parents have, the various centers in the area have told us of the long waitlists for an open spot. Hopefully the new child care center at Azalea will help with the demand.

Just something that's affordable. And if you do drop in care, don't make it like 20 bucks an hour. I only need child care for two hours in the morning, three days a week. Can't go to a center as they have very strict part-time requirements and I can't afford drop-in prices.

There is a huge need for child care for children under 2 and it is almost impossible to find child care for this age range in the whole county.

Costs seem high and waitlists (for infants particularly) are outrageous.

For me I think there are many great options for child care on or close to campus. My issue is the price. For my toddler I am paying \$500 but we have them at a center in Salem where my husband works. It would work better if they were here but full-time day care in Corvallis is \$800-\$900 a month, which is ridiculous to me.

The need for infant and preschool care seems to be especially high - just look at waiting lists for such services (especially infant). This is no longer relevant to me, but important to our community. For me, emergency back-up care (including for sick children) would be the highest priority. Sometimes my after school nanny is ill, or my child is ill and can't go to school but I still have commitments on campus, or it is a Corvallis no-school day and something comes up for my regular caregivers while I still have OSU obligations. Snow/flood/ice days can be problematic if the local schools are out but OSU is not.

Thank you for looking into this! The emergency care (for days that the public schools are closed or out early and for breaks) is critical for those days in which I can't take it off and their dad is not available. It is very difficult to get babysitters or sporadic care in those cases. . It is also incredibly critical to get good affordable child care, and subsidies would be amazing. Having it near campus is also very helpful. I was not able to get into the on-campus day care, so I am still paying close to \$1000 per month for my 4 year old to go to pre-K. I'm grateful we were able to get her into First Pres (after a year on the waitlist), but it is a big chunk of my budget as a single parent.

Our infant is at the 1st Presbyterian Church daycare program. It costs more than half my salary to keep him there, and we would like to have a second child within the next two years. So affordability would be great, but at the end of the day quality is the most important thing. Several of the daycare's in Corvallis are high quality, but few (none) of them are modern in any meaningful way. I don't have the answers, but I know that things could be a lot better!

Trying to find care for infants in Corvallis is terrible, a year or more for most centers. It's a real barrier to women coming back to work.

Before my child was born I lived and worked in Corvallis. Part of our decision to move (to Nebraska) was the cost and availability of childcare in Corvallis. I paid to put my child on the waitlist for childcare when I was 4 months pregnant -- she is now 6 months and she still hasn't been accepted. I would guess that I am unusual that I have been able to keep my current position (at least for the next six months) and move to a place where my husband and I can afford to raise our family. OSU has done a lot of things to make it easier for parents. There are rooms set aside for nursing (some really hard to find), maternity leave (unpaid), etc. But the needs of parents, especially mothers who are breast feeding, is so high -- it will take some very big changes for OSU to be an easy place for parents of young families to work. Having affordable childcare near my office would have gone a long way to making it work. Having a reduced cost of insurance if moms need to be out for longer than three months would also have been very helpful. My department has been very supportive and flexible with my hours so I can breast feed. Thank you for looking into this!! I love working for Oregon State and hope to continue in the future.

Childcare is extremely difficult to find in this town. It is an undue burden for women in the academic community. I find it frustrating that as a faculty member I am not allowed to use the childcare facilities at the recreation center or library, even if I am a paying member. I understand there needs to be places for students children but as a working mother at the university I feel that the university is not adequately supporting me. I have been on the waitlist at beaver beginnings before my child was even born (June 2015). She is now 14 months old and I am still several children deep on the list. I would look for other care but this too is not available. I work and live literally blocks from the Beaver Beginnings center and would like her to be near by. When I got pregnant I assumed that childcare would just be a financial burden, I didn't realize it would also be nearly impossible to find. This saddens me as it is a real reason not to have more children or grow my family. OSU needs to be doing more to support the women that work and have family lives. This is not the 1960's, I should not have to choose between work and children in 2016. OSU will lose good working intelligent women if they don't ease the burden of childcare availability and affordability.

There is SUCH a need for childcare both on campus and around Corvallis!! I literally pay over \$2,000/month for childcare. My wages after taxes do not leave me with much income at all. PLEASE consider opening a childcare center, or offering employee assistance.

Child care in the Corvallis area is very expensive. Even with two incomes it was cost prohibitive for me to have my children in a daycare (home or business) in Corvallis. It was hard to leave my newborn children (while nursing especially) so far away in Lebanon. I was not able to nurse during the day, and had to pump multiple times a day.

More affordable childcare options for students and staff.

I would love to move my son to the daycare center on campus to have him closer to me but I can't afford the current rates. I live in Polk County and currently pay over half of what the price that I was quoted for the new center at Azalea will be.

I am currently on a wait list at two daycare facilities. One is on campus and the other is not. Without knowing if either facility will be available to me when my FMLA is up, it feels nearly impossible to plan returning to work. Although I feel supported by my supervisor, that does little to alleviate my concerns about my finances, time, and availability to focus on returning to work after FMLA. I wonder if there is more that OSU can do to make daycare accessible to faculty and staff. Also, the process of connecting with Beaver Beginnings and getting on the wait list was unnecessarily long and tedious. I filled out an

online form and heard nothing. After a few days I called and was told I needed to wait for an email in order to pay a fee to be added to the wait list. The email finally came through because I called in, but I needed to call again in order to move forward with the clunky process of paying a fee to be added to the wait list, which doesn't seem to increase my chances of obtaining daycare. Then I called again to confirm that I was on the wait list after paying the fee because I did not hear anything back from Beaver Beginnings. I still have no idea if there will be a spot available once I have a child and I have heard nothing from the daycare center. I feel totally ripped off. I don't know what the fee is for; it seems unnecessary and exploitative, but I don't want to start my child on a bad foot so I said nothing to the staff at the daycare about it. Also, I still have no idea if I will have daycare available to me in order to return to work when I hope to which is creating a bit of anxiety at home and at work. I hope that, if providing daycare to employees is important to OSU, it becomes a smoother and more accessible process in the near future.

We desperately need more child care options, which prevent people from getting stuck in long waiting lists (some as long as 1-2 years) and are affordable.

I would love to have a part time option for childcare - two or three days a week for just a few hours a day. Also, as a single income household currently, having something more affordable would be extremely helpful.

My daughter is currently watched by her Grandparents but that isn't a permanent solution. As soon as she is older we will probably put her in daycare. It would be great if there were affordable options available, childcare is very high (and very competitive) especially here in Corvallis.

We are expecting a baby for next April. It has been very complicated to find a spot in child care programs at OSU and Corvallis to start on July, 2017, even though we were included in the waiting lists since July, 2016. The infrastructure that OSU and Corvallis offer to students that are parents is very scarce and highly competitive, which put a lot of stress on students, their families, and affect academic performance of students. This situation is more stressful for international students, who don't know well the child care system of the U.S., and for which finding a support community is difficult while studying abroad. We are facing these issues, plus economic issues to pay the costs of child care programs in town. It could be very helpful for all students with families that OSU increases its capacity in the Beaver beginners to receive new children per term, and that can increase this number by working in a network with other or new care programs in Corvallis or with certified babysitters in town. Thanks for this survey that allow us to express concerns regarding child care at OSU and Corvallis.

Any of these would be wonderful. There is a lack of child care in the Corvallis area, a university program in this area would not displace local business.

I am currently the only working parent in our home - my spouse is highly educated and is qualified to work outside the home. However, because of the cost of childcare in the Albany/Corvallis area, it is not cost effective for both of us to work and to pay for childcare. We currently have a \$200 per month (max) deficit with our current set up versus both of us receiving a paycheck for full time employment. Additionally, wait time at any daycare facility is so ridiculous that I was scoffed at for contacting potential facilities while pregnant. Let me restate that. Wait lists are so long for childcare centers on and off-campus, that waiting until you are actually expecting a child essentially guarantees that you cannot find a place to take that child while you are at work several months in the future. I suggest multiple someones create safe, clean, affordable places for OSU students, faculty, staff, etc. to take their children

to while they struggle to earn an education and/or a paycheck. A variety of atmospheres would be beneficial - outdoor daycare (Scandinavian style), creches (French styles), montessori, etc. and would give parents the ability to choose what they feel is important in a childcare setting.

I spent my entire pregnancy looking for childcare options. All childcare centers in the area had an AT LEAST a 1 year waiting list. I would have had to put my name on the list a year before I knew I was going to have a child. Ridiculous. I was 4 weeks away from returning to work after having my son before I miraculously found a private childcare provider with an opening who could take a 3 month old baby full time. There is a SERIOUS shortage of newborn childcare in Corvallis. My son is currently 2 years old. We are currently happy with our provider, but also feel we have NO choices. Additionally, I encountered an enormous amount of stress and trouble maintaining access to a lactation room while at work. There is a lactation room in the building where I work, but no schedule for the room. I could not maintain my pumping schedule due to lack of access. As a result, I ended up in a dusty closet in the basement of my building and having to stop nursing my son sooner than I wanted to because I could not keep up my milk supply. If there had been childcare options available on or near campus, we would have nursed during the day. If there had been a schedule for the room, I would have been able to keep up the pumping frequency I needed. These rooms are poorly managed and not the resource they could be.

We are currently with a daycare that has accepted my son since he was 12 weeks old (Noah's Ark on 53rd.) I am thankful that we are with this agency, but not thrilled about the upcoming teacher for the year above his age. Luckily, I think we will be moving and will be switching childcare providers anyways. A huge issue for us is getting our son to daycare and picking him up as we both work full-time or close to it (I work four days/week). It would be nice if the school would mandate flexibility for parents of very young children (5 or younger). I am constantly feeling guilty for getting in as late as I do (normally between 9 -10 in the morning when I drop him off.) That ease of mind in and of itself would be huge. With two children (we are anticipating having another child at some point), I'm thinking paying for a personal nanny or au pair makes the most financial sense. The day I happened to visit Beaver Beginnings years ago, the lady who gave us the tour was very friendly, but the baby room really turned me off. The lady giving me the tour warned me they were short-staffed that day, so to be aware that what I would see in the baby room was not representative. We went to the baby room and there was a caregiver on the ground, perhaps college aged, looked exhausted. She was simultaneously feeding two babies, a third was crawling toward her and a fourth baby was crying by itself on the floor. In addition, the cribs for babies to sleep in were spread around the edges of the room, but there was no separation of nap/awake space, and as I recall there were no blinds so everything was well-lit. As a contrast, the baby room at our daycare had a separate room with a window for caregivers to peek into on sleeping babies. The lights are always off and there are blinds that close so the room is both quiet and dark. This nearly cemented my decision there and then.

I wish there were more options like Beaver Beginnings. I found out I was pregnant in July 2014. I put my name on the wait list in November 2014 for a baby born in Feb 2015. I just checked in on our wait list spot in Sept and was told we are at least 2 years out. It's crazy that my only other option of childcare is \$1200+ month for infants. That is insane it is almost more than my rent. I just wish there were more options. My husband and I both work for the university and make a decent amount of money and are barely staying afloat.

By the time my son had a spot at Beaver Beginnings, he was about a year old and was settled at our second-choice daycare. At that point, he was also not nursing as much. (I got on the list as soon as I knew I was pregnant.) I really feel that nursing faculty members should get some priority when it comes

to on-site childcare. It would have made my transition back to work much easier if I had been able to nurse him while I was on campus. I couldn't even drive to nurse him and return to campus because I would lose my parking spot. Honestly, I fail to see how OSU can consider itself a family-friendly workplace while there is still such a shortage of on-campus options. I'm glad this survey is happening, and hope that it leads to new resources!

Infant care in Corvallis is severely limited. We waited on lists for more than a year at multiple child care centers. If we had not hired a nanny, I would have been unable to return to work. While this was several years ago, I understand the situation has not improved.

Affordability would be one of the most important factors when considering childcare through OSU resources.

Transportation from school to an after school program is impossible if you are in class. I would love to utilize such a program, but if transportation from school to the program isn't available, it would be impossible. Right now my daughter has been going to the Boys & Girls Club, simply because its affordable and there is a bus from her school to there. I would prefer a program that is more structured and supervised but I am unable to afford the STARS program at \$25/day that is offered in her schools gymnasium.

Cannot find available, non-religious childcare for my 2 yr old daughter. As a result, my wife cannot work and has to be a stay at home mom.

Infant care costs are very high and availability very low. A parent almost feels as if they are in need of compromising on something that involves the most important thing in their lives, their children.

We need to create a better list of child care providers in the area, more specifically home day cares. There is a huge shortage in this community, and OSU is the largest contributor to the area. There also needs to be additional child care on campus for all ages under school age. Beaver Beginnings is full to max with over a year waiting list!

When I moved here there was a serious lack of child care options and I had to hire a nanny. I've got all three in daycare now but would have preferred to have more support and more more options available through the university.

I am glad to see that OSU is looking into improving the lack of child care options for employees and faculty. The student-fee based drop in centers were nice to see arrive on the scene several years back (for students). My husband and I are both faculty members and our child care costs are ridiculous at a nearby private daycare. I never attempted the wait list at Beaver Beginnings - I can barely survive as it is with work and kids. I am guessing an implementation would be too late for me to personally use a full time daycare facility, but we would definitely LOVE to see drop in locations so I can attend a meeting in off-hours or go to the gym. I have even had to bring my 2 year old to class a couple times because child care fell through - thank goodness for iPads. Maybe you could just provide all faculty with a full-time student-worker nanny! In reality though, anything to help would be appreciated... even as simple as an approved babysitter list (that we would pay for - like a local Care.com, but without taking the cut). Best of luck.

Thank you for this survey. Childcare is a constant stress for many OSU families. It is incredibly expensive (for my family, it is more than our mortgage - 30% of our take home pay) and difficult to find. It is also a terrible feeling to be concerned about the quality of care for your child, and to be unable to find or afford better care.

I'm wondering what if anything came from the previous survey, and if nothing, what is the point of yet another survey. Seems to me that if you wait too long our kids will be grown up and we won't need childcare, and you'll just have to survey the next batch of parents instead. Meanwhile centers are closing down (Monroe Ave), wait lists are longer than ever, and prices continue to increase at 5% per year. I participated in the open forum with some expert from Boston. She had some really good ideas, that as far as I can tell were never followed up on, including supporting the food costs of local non-profit childcare centers (or at least including their food purchases with OSU's to take advantage of bulk discounts), including local center representatives on a faculty/student board of advisors, encouraging practicum students to work at local centers, sharing Child Development Lab resources with non-profit centers, including free training and workshops, etc.

I believe it is necessary to support parents with childcare needs. There are very few dependable and reliable childcare options available in our area. Having childcare available on campus would be supportive for families attending college and make self sufficiency an easier transition.

Child care should be an employee benefit and accessible for all employees.

Since my child was born in May, the lack of available child care openings in centers has negatively impacted my job. I appreciate the Care.com resource but there is also a real lack of available people who are interested/available/qualified to care for infants. The list at Beaver Beginnings is so long, we finally got into another child care center in town but then realized our parking permits are creating an unnecessarily long and stressful commute crossing the heart of campus town - and we are on waiting lists to get a better parking spot which apparently is highly unlikely to happen. I want to be a good parent and a good employee and having a little more support in these early stages would be greatly appreciated.

Affordability and availability make having a child and working at OSU nearly unattainable. Having childcare near campus is more expensive than living in a UHDS residence hall with board.

Affordability is extremely important.

An affordable child care is required

We moved here a year and a half ago with our 1 year old. The waiting list at Beaver Beginnings was so long that we were forced to find more expensive childcare off campus. We would have preferred to go to an on campus facility. It seems like there is a high demand and real need for more infant and toddler care on campus.

Cost is a big issue. Luckily my spouse works in Dallas, this does mean my 6 mo child has to commute from Corvallis to Dallas every day. We are paying \$570/month which is much more affordable. I would like to have my child closer to me, especially since I am breastfeeding, but it just isn't feasible.

We are very happy with our current childcare at Growing Oaks, but would have loved some reserved slots or OSU-affiliated childcare if it had been available when our children were starting care. KidSpirit and Aces are amazing programs. I am exceedingly grateful for them. The Care.com account is also helpful. Thank you for all that you do. As you know, Corvallis needs more childcare, especially for international families who are not able to be on waitlists for up to 2 years. Prices are also high. I have no idea how to fix these problems, but thank you for looking at them closely.

My family is currently paying about \$1600/mo for not-quite full-time child care between a center and a backup nanny, and the financial burden childcare places upon us is the principal reason we won't be having any more children; we are both academic faculty members who earn decent salaries, but childcare costs are sky-high and the waitlist for Beaver Beginnings (through which we could get an OSU discount) is two years long at last check. The options mentioned here-- short-term drop-in care (so we could teach even if our nanny is sick and day care is closed), on-site care, childcare subsidies, summer programs-- would go such a long way for us.

I wish there was more Infant care options available.

Financial aid will play a big role in determining how we care for our child when we are at work. As young professionals with significant student loans, we are very concerned about cost.

Long wait lists and costs that are only affordable to PhD faculty makes OSU options, not really an option.

Beaver Beginnings is, for all practical purposes, inaccessible with its 2-year wait list. I am paying nearly double what we would pay there for quality care at a local preschool. It is extremely stressful when my regular provider is ill and there is no backup care available since I don't have family in the area. It would also be wonderful to have more options for when school is closed or after school.

Access to affordable child care is a primary concern as my partner and I prepare to start our family, and if this was accessible to me on campus it would help retain me as an employee. I understand that the state of Oregon is one of the states that has the highest cost of living and highest cost of childcare and this makes me increasingly nervous as we consider our financial well-being as a resident of this state.

I am expecting a child in April 2017 and am looking for newborn child care close to work. Working in Corvallis is an hour from my home in Salem, so it seems most sensible to have my newborn close to me. Child care is generally more expensive here than in Salem which is a consideration, but I would like to take my child somewhere close so that I might nurse during my lunch break or pick my child up quickly should I need to.

I have used the Dixon location, but more facilities and more hours would be so helpful. I wish Bates was a full day program so that I could have my children closer to me on campus. The other center near campus is expensive and has a long wait list to get in. More quality child care is needed in this town. I didn't find the in home care for my youngest until a week before my classes started. It was very stressful, and again, I wish he was closer. We are a one car family, and I can not pick him up. If he was on campus in a full day care center then I could pick him up and he could take the bus home with me. If the library care could be open to you leaving it would be helpful. My office is in Waldo, so the library would be more convenient. Again, more available hours are needed.

I am expecting my first child in March, so I am new to the "child care world". After exploring a few options, it feels very overwhelming and discouraging. I've been told that I needed to have my name on the wait-list a year in advance in order to be accepted. My husband and I are dual income and always expected to be, however without child care options I feel pigeonholed into being a stay at home mom.

Reducing the costs and make them lesser for the married students.

Childcare is as much as important issue as health benefits when it comes to employment. Having two younger children, convenience and affordability are crucial especially when normal childcare options are not available due to illness, travel, weather, etc.

I do care for my children more than my studies and I found it difficult to secure a nursery, knowing that nurseries price is expensive for my income, but with the grace of Allah, I got a place in a nursery which is considered like a miracle to me because I have passed on that nursery several times.

there's a definite need for more - and more affordable - child care at or connected to OSU, given the number of faculty/staff with K-8 aged children. After school and K-12 school holidays are key for me, but many of my colleagues with younger children or currently expecting are experiencing legitimate distress over the lack of quality, affordable child care on or near campus. this is particularly challenging if both parents work full-time at OSU in roles requiring 8-5 presence on the job. I realize that significantly improving child care options requires significant financial resources to be applied, but in light of OSU's commitment to work-life balance, and in order to improve morale across campus (not only for those who have kids, but also those who don't but see OSU actively helping those who do), I believe this could be a tremendous step for the better.

I would like to know the places and child care services and nurseries available in Corvallis and which are the best, thank you.

childcare just costs too much money. If there were a center provided by campus- it is not enough. The cost of the care must be taken into consideration. For my two children, I pay 2000 out of my pocket- it's almost not worth it for me to keep working.

Need 24 hour care available to all employees.

My children have been on the wait list since April 2015, and there still has not been availability I find this extremely difficult. The cost of daycare outside of OSU is increasing and as is takes 95% of my paycheck. With the rise in minimum wage I am not sure how I am going to afford it while working?

As a child of a single parent I have always understood that a supportive childcare system being available can make all the difference to people. Please support OSU's parents as much as you can. Thank You.

I know that childcare costs are extremely high in the U.S., and that Oregon childcare costs are some of the highest in the nation. As a single person, this is extra worrying. I have looked only a little bit into childcare options at OSU and have also heard a some feedback from colleagues. I understand that there are often waiting lists for placement and that yes, prices are high because of the standard of care. I would hope that more openings could become available and naturally that prices be kept at reasonable rates (a difficult point, of course, when one considers childcare workers, facilities, etc.). I don't know if there could be more options for people like myself who are single, yet are not eligible for normal income based subsidies or special rates. Thank you for reading through.

Thank you for looking into this! Childcare is very expensive, especially for newborns.

I enjoy the friendly environment at the OSU Beaver Beginnings and excited for the new communication media: Tadpoles. The cost for daycare is expensive in general here.

Beaver Beginnings is a good facility but has a very long wait-list and is very expensive. Additional child care is very much needed in this community. Thank you for looking into the issue.

There is not enough infant care in the area. We got on waitlists as soon as we knew we were pregnant and still were unable to find infant care until our child was 8 months old.

The think tank found that in Oregon the average annual costs of child care surpassed costs for in-state tuition at a public four-year college. Annual college tuition was at about \$8,616, compared to \$11,322 for infant care and \$8,787 for care for a 4-year-old.

http://www.oregonlive.com/living/index.ssf/2016/04/in_oregon_it_costs_more_to_sen.html For many people who work at OSU, including classified staff and professional and teaching faculty, we are still paying off student loans. If we have children or decide to have children, we are paying our student loans and paying child care expenses that surpass the cost of college tuition. With infrequent cost of living increases or merit raises at the university, parents or expectant parents are faced with a heavy burden to provide childcare. It is also worth noting that for the most part, classified staff and professional faculty (sometimes even instructors) make significantly less wages than teaching faculty. Another issue people who face is living outside Corvallis because of the lower cost of living. In the spirit of a college town, many people who work at OSU cannot actually afford to live in Corvallis. If we live in Albany, Philomath, Salem and other outlying cities, we have to either have our child in facilities where we live, which may or may not cost less, or pay a higher price to have them in Corvallis where we work. Many teaching faculty have a flexible weekly and 9 month schedule to be able to be home with their kids and often times do not have to pay for 40 hr/week child care where as 12 month staff and faculty do. If OSU were to either provide adequate and *affordable* (*for folks who earn below the teaching faculty wages) childcare on campus and/or subsidies or kickbacks, this would be a step in the right direction to create a socially sustainable climate on campus. The US as a whole is lagging in postpartum services and programs for parents, this would help alleviate the stress and burden.

Would love a place that would not break the bank and I can trust.

The waitlist at Beaver Beginnings is ridiculously long (which I am sure you know). Luckily I got my older daughter into Beaver Beginnings from ages 3-5 and it was wonderful- the care is great, the staff is great, it was cheap, it's so close to work! My 5 year old is now in kindergarten at Corvallis schools and we are planning for child #2, and we can't find an infant daycare spot in town! There are very few infant spots at any childcare centers in Corvallis (I know it's related to the caregiver ratio being higher for infants) - I am on 4 waitlists, but 90-100% of the infant spots are taken up by siblings of children already there. I have no family in Oregon to assist, so if a spot doesn't magically open up I will probably be paying \$2000 a month for a full-time nanny. It's really frustrating that there's not enough childcare openings for all the kids in this town. There need to be more spots on campus and near campus, especially for 0-2 years old.

As I am not planning to have a child right at this moment, I haven't looked into OSU's available child care options in great depth. However, I would like to start a family prior to graduation in a few years. Ideally, I won't be doing any coursework and I'll be writing my dissertation when I have a child, but I anticipate that I may need a few hours per week of child care. Having affordable options will be very important, as

my husband only makes marginally more per month than I do on my stipend and we won't have a lot of money to devote to the outrageous child care costs that are always in the news
I feel it is imperative for OSU to support the child care needs of its faculty, staff and students. The fees currently charged for these services are crippling for students and staff with low incomes. Meanwhile, millions of dollars are spent on team sports and new buildings. What is wrong with this picture?

Affordable childcare should be available to all students.

We need more on campus services.

I'm planning to have a child within the next two years, and concerns over child care and parental leave are central to making this decision.

We currently use Beaver Beginnings and it has been a huge help for us. The fact that BB is subsidized through OSU relieves a huge financial burden. I love the idea of drop in child care centers but in the last 1.5 years we haven't used them yet - with full time care at BB we haven't needed it.

My partner and I plan to have a child within the next two years, and based on the experiences of other colleagues at OSU who recently had children, we are seriously concerned about the availability and affordability of childcare for infants in Corvallis and surrounding communities.

As an employee who is planning to have children in the coming years, I am already concerned about childcare as I hear of the struggles my coworkers are facing. The high cost of childcare is a concern that I regularly hear about, followed closely by the limited availability of open spots. New parents are advised to get on as many waiting lists as possible all around town before the child is born, and even then there seems to be a shortage of infant placements. Many coworkers have considered hiring nannies, but finding a nanny seems to be based on word of mouth. It might be helpful to have a centralized website where nannies and parents can connect. This would also facilitate nanny shares by people who live in the same neighborhood or have matching needs.

I'd like to see fewer children of staff and faculty in main offices during work hours. Our office is an alternate "child care center" when our office staff and director have child care needs (child is sick and can't be at the day care center, etc.).

I am Head of a large department. Lack of affordable child care is a huge issue for students and faculty in my program. Please please please help them - it is a matter of retention and student success for a significant proportion of our OSU family.

Spaces are limited - we currently have a 2 year-old at Zion Lutheran daycare and a new baby coming in February. It will cost over \$2,000/month to have them both there, so we're looking for more affordable options.. After paying child care bills, I will earn approx. \$500/month while still working full time - this is a reality for many campus families. I hope some changes can be made soon!

I will be potentially having a child in the next few years me am hoping for more and better options than what's my colleagues have said that they have.

I plan on having children in the next two years, and I am concerned with the availability of affordable and flexible child care in the area. I am hoping that OSU subsidizes child care for its' employees and makes it more widely available.

In general, my wife (also OSU faculty) and I have been especially pleased with CCLC (Beaver Beginnings) as a provider close to campus with effectively the same schedule as OSU. Talking to other parents in this community, the biggest challenge they seem to face is discrepancies between the OSU schedule and that of their child care provider (this will be harder for us when our son begins kindergarten next year). From everyone I've talked to, the services and resources at OSU are fantastic, but the real challenge is that there is simply a shortage of slots for childcare in Corvallis and waiting lists are prohibitively long (well over a year).

Affordable daycare costs for infants

More affordable and more variety of options. I'm just now out of the childcare (full-time) need this year with a Kindergartener but it'll take me about 5 years minimum to pay off daycare debt, literally given before/after care school options and summer costs as well. I wish I had invested funds into daycare and childcare when my children were born instead of college! Corvallis is very difficult to find daycare within as is double what I paid prior to moving to Oregon. Before school options were free in our prior state as well. For now, as a parent of school age children, having affordable summer options would be a HUGE benefit. I feel a bit sad and sometimes offended that I pay \$400 a week for two kids during the summer (Kidspirit program) for 10 weeks and get a \$12 discount as a faculty each week, it looks to be 3% but seems so little. I would love to see OSU contribute to this program and keep more families together during the summer and give our kids amazing opportunities like this. It is an absolutely amazing program and my kids thrive and are learning more during the summer than they do in the school year making them likely OSU students someday but the costs are more than challenging. There is one other program in Albany open for longer than 8-5 hours (i.e. drive time and pickup time requires pre/post care options...) but that is it for summer programs that are available for those that work. It's so daunting to think of years more of these costs.

My first baby isn't due until March and I expect to need childcare beginning in July. Finding affordable childcare in Corvallis is one of the hardest things I have done concerning the impending birth of my child. I have been on 3 waitlists since September, with prices ranging from \$900-\$1115. I was told these ranges would likely increase 5% every year; which is really hard considering if you merit and COLA raises are available the most your salary can increase is 6%. Luckily I was able to find state licensed in home care for \$625. However, many in home providers can't afford to wait until your baby is due so finding infant care in Corvallis is just plain luck and aggressive pursuit of your spot on waitlists (which I am still on just in case). The waitlist for beaver beginnings is so long that if you think you might want to be pregnant you should be on it and it's not affordable at all. I have no idea how my family (with 2 incomes) would afford childcare if I didn't find the in home care option. Many people compare the cost of child care in town to a mortgage and it's reported that child care is more expensive than in state tuition.

I don't currently have children, but plan to have a child in the next 2 years. I have heard from others at OSU that there is a long waiting list for childcare at OSU (some have told me 2-3 years), and that you can't join the waiting list until you are pregnant. This is a big concern for me in terms of planning reliable childcare that is close to OSU/on campus here at OSU.

Affordable childcare for families making under 40,000 per year.

Even though I do not currently have children, as someone who plans to have children in the next couple years, childcare is a big concern of mine. I do not think I will be able to afford childcare in Corvallis. Additionally, I have heard many stories of lack of options for childcare, not enough spots available, and many families deciding to have one parent stay home even though they can't really afford to live on one income because they would be spending one of the parents' full salaries on childcare. I also have heard many people across campus who have to take a day off work if the schools are shut down because they do not have access to childcare, either they can't find childcare or cannot afford it. This is a big factor for my husband and I when deciding when to have children. I can see the impacts the stress of not being able to afford childcare has on colleagues around me.

Need more faculty/staff resources for child care!!!

Affordability is key. There are many of us that make just enough money to makes us ineligible for assistance but not enough money to afford the high costs of child care. My family currently struggle on a single income simply because using child care is currently far too expensive.

Close, flexible, and reasonably priced.

We plan on having children in the next couple of years but are afraid of the cost and availability, even on campus. Waiting lists and the enormous expenses associated with childcare seem daunting. My colleagues with children have expressed a lot of frustration with finding childcare available.

Although I don't currently have young children, it was very difficult to find good childcare when I did. I sent my child to Bates Hall, which was wonderful--however, the limited hours of this program is a deterrent to many parents who work full time, and those who work during the student winter break, so more options for full-time, convenient child care during normal OSU working hours would likely be very helpful to employees.

I work very early in the morning and only require a part day daycare during the summer. For some reason this doesn't exist currently in Corvallis. We had our children go to The Boys and Girls Club for the summer but had to pay for a full day.

I wish the short time our little villages child care centers would offer child care Mo-We mornings as well and Thursdays and Fridays afternoons too. I am using both to have time for my studies. I can not afford childcare otherwise and be a doctorate student at the same time. Thanks.

Nothing that you don't already know: We need more (and more affordable) child care resources, mostly long-term, center-based care. It's out of control expensive and unattainable for many. I especially worry about single parents and classified staff who may have limited financial means to pay for care but who must also work to pay bills, etc.

It's too expensive, especially summer camps. \$12 off for faculty is not enough of a discount to make it reasonable

Wait lists arr too long, it makes it necessary to plan too far in advance and one cannot always do that. Changing family circumstances, parenting time, living situation, academic standing, etc all change.

As a full time employee at OSU it would be great if we had low or no cost care option during no school days. My work suffers and when I try to juggle both child care & work from home my kids suffer from lack of attention. Currently my salary isn't adequate to pay for fee base care.

Hi I am a graduate student. My wife is planning to apply for a job because my income is not enough. However, child care outside OSU are too expensive and OSU child care has a waiting list of more than 1 year. Then, she can not accept the potential job and we can not afford a child care with my salary. I think that a guide from you in this situation could be very helpful.

There is not enough child care around town for our daughter. The place on campus has a very long waiting list. My wife dropped her hours at work because the price of in-home child care is so high and inconvenient. We would jump at any opportunity for affordable childcare on campus or in town.

It's extremely difficult to get into child care on campus. It takes 3 years to sign up and get in. Also it is very difficult to afford on an instructor's salary. These two factors make it extremely difficult to use OSU child care.

I just want to voice my frustration over the fact that the newborn daycare on campus has over a year-long wait list. So there is effectively no newborn daycare.

More spaces and options that are affordable!

I'm am extremely fortunate in that my spouse does not work and manages our household. Further, should my spouse not be available, my parents live nearby and take our children when necessary, especially when school is out until the time I am able to get him when my spouse is unavailable (which is rare). However, I know of students and other faculty/staff who struggle with childcare in Corvallis. Private care is very expensive. I've had conversations with other individuals on campus and the unfortunate issue is that it is a rather expensive service to provide with little profit to be made. If OSU was willing to provide a break-even service on or near campus, it would be greatly appreciated and used by the OSU community.

Having access to certified and approved baby sitters is also a need.

Prohibitive costs and long wait lists for childcare, as well as limited hours and restrictive ages for drop in centers are all barriers.

We are sooooo short on available care in Corvallis. Parents working at OSU are on wait lists at daycare for 2 years+ - we have been on Beaver Beginnings Waitlist for 2 years and still waiting. I would literally trade my health benefits for childcare so that my wife and I can continue to dedicate our time to OSU. Even when we find spaces it is \$1000+ per child per month - a large burden on our family. Please help us with providing this and subsidizing as a benefit. We have the flex account but the federal gov. only allows 6000 to be used PER FAMILY!

More openings are needed for infants. We got on the waiting list at the OSU child care center plus a few other centers almost a year ago (as soon as I found out I was pregnant) and nothing opened up in time for my return to work after maternity leave.

It would be nice to have a designated drop in child care on campus, my youngest child is 4, but I am unable to take on campus courses until he starts kindergarten next year, due to the limited time when he is in preschool. It would also be very helpful for me to have a convenient affordable place for one or both children if I need to study. My husband works out of town a lot and it can be challenging, especially Thanksgiving week when public school is on break- it is difficult to get anything done!

Childcare is not affordable.

I have been lucky to get all 3 of my kids into OSU Beaver Beginnings but I know the wait list is long. Infants are particularly problematic. There is a need but it should be quality like Beaver Beginnings. I wish they had their kindergarten program back.

Child care would be an extreme help.

It's too expensive. My income is just enough to disqualify me from financial assistance for OSU child care, but not enough to pay for it out of pocket. All of my income is disability compensation from the VA and I attend school under the VA vocational rehabilitation program, so it would be nice if there was some consideration for my situation. Apparently it is perfectly fine to make my wife stay home and take care of my child and never get a break while I struggle to make it through grueling short and intense quarter system course work. I guess helping parents with child care is seen as gratuitous and immoral. I find the culture around children, child care and families as they relate to work and education appallingly callous and hostile, and often harmful. Makes me want to move to Norway.

Unable to take my son to the childcare center on campus because they don't have the availability & the waitlist had begun months for school started. Need for additional full time day care/preschool.

Childcare needs to be made AFFORDABLE. Way less than minimum wage. School is already expensive enough without have to pay more than I make in childcare expenses.

Our little Village at Dixon center and the Valley library is highly appreciated. I could not attend school full time without the child care assistance. Days and times when "our little Village" is closed and we need assistance, I am forced to miss class or my wife misses work. Specific times for my family which have been an ongoing issue are the middle of the day on Tuesdays.

I believe the most difficult time I faced during the time I spent at OSU was when I had two children under the school age. The price for the childcare was so expensive. I had to pay almost one third of my monthly income for it. I believe the most important facility that the OSU has to focus on is providing childcare for the before school age kids that has good quality and sheep in the sametime.

We moved to Corvallis for my position at OSU this past summer. Child care has been by far the most difficult part of our move. Prior to Corvallis we have used child care in 3 other states. Corvallis has been by far the most difficult of any place we have lived. There are just not enough options (especially for 24 months and younger). It made our move very difficult.

While there are some available child care options currently available to me as a graduate student, the daycare option that we wanted to take advantage of is still wait-listed for us. We enrolled on the wait-list while only 5 months pregnant. I'm not sure when it may be available, but in the meantime we are without affordable and flexible daycare options that Beaver Beginnings would have provided.

We've been on the waiting list for daycare in Corvallis since we were three months pregnant; we now have a 6 month old child and we're still waiting with at least 10 children ahead of us at Beaver Beginnings. Apparently we keep getting bumped down. I'm a post-doc and my husband is OSU staff; while neither of us make a lot of money, we don't qualify for the benefits of students w/re preferential order in the daycare system and siblings already enrolled also give other children precedence over ours. This is impacting both of our ability to functionally do our jobs, as well as our quality of life at home, as we have to constantly switch off child care between the two of us. Caring for our infant at work has also been hard; I share an office and there isn't even a women's restroom on my floor of the building I work in so I have to navigate a flight of stairs with a crying child to a toilet upstairs to feed (and feeding in a toilet is pretty gross). If OSU wants to keep women in the workplace, it really NEEDS more day care availability and more child-friendly facilities for its staff.

Child care in this community was very difficult to obtain. Despite getting on multiple lists a full 10 months before we needed childcare, we were only able to start with part-time care close to campus. Facilities are so tight, I have a co-worker who had his 3 kids in three different facilities because they were unable to accommodate siblings.

When I knew I was transferring back to OSU in early 2015 I immediately put my daughter on the waiting list for the beaver beginnings daycare on campus. After a year of being on the waitlist I went to the daycare center to see what my chances were of getting my daughter into the program. Not only was I told there were about 20 families ahead of us on the list I was told to go ahead and find other accommodations for child care. I understand there is demand for care, especially on campus, but I am a little surprised the demand has not been met or addressed a little better. I am not going on 2 years being on the wait list with no hope of possibly utilizing the care center. This puts a strain on my academics, through no fault of OSU's, but it does make the situation more difficult as a single parent.

Beaver Beginnings is the cheapest full-time care we could find for our two young daughters, but is still about \$1,225/month. Even with the OSU student subsidy, it still comes out to about \$1,100/month. The presents a major burden. Also, when one of our daughters shows a fever (which happens all the time with kids), we are required to pick them up from Beaver Beginnings and essentially miss any class for the remainder of that day, and the next day, as they cannot return until 24 h after fever is cleared. It would be nice if there was some way to get around this inconvenience, as it happens about 1-3 times per term.

When I had very young children and needed care, I had called upon the child care center on the south eastern part of campus. They informed me they had a two-year waiting list, so basically I should have planned out my childcare before learning we were pregnant. Ultimately we found very few openings outside of personal in-home care, which I found to be less preferable because of less rigorous programming.

Price of child care for students is very expensive.

Affordable childcare is the key. We were fortunate to get into Beaver Beginnings, but the waitlist is quite long.

There is a huge shortage of childcare for infants and toddlers in Corvallis.

To have affordable options for the children during summer camps and maybe visiting animals from OSU college, would be great. There are options in town, but they are rather expensive.

I am a graduate student who was on the two-year wait list for beaver beginnings. I was forced to look off campus for childcare being my program was only 2.5 years. Meanwhile professors at the school are in the program, and paying less in childcare than I do currently. I believe there should be separate programs for students and professors, and better availability for incoming students.

It will be great if you extend the beaver beginners center. I have many friend who their children are on the wait list. So increasing the staff number and making the price more affordable will be a big a jump toward a good support to your students. Thanks

Comments Regarding Need for more Child Care Centers On/Near Campus

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I consider lack of available child care is one of OSU's greatest problems in retaining talented parents (frequently, women) in our workforce. I hope the campus puts more effort into making child care accessible and affordable or we will continue to lose our faculty and staff, which not only results in loss of talent, but also increased cost due to time/effort for recruitment.

Affordability would be one of the most important factors when considering childcare through OSU resources.

When I had very young children and needed care, I had called upon the child care center on the south eastern part of campus. They informed me they had a two-year waiting list, so basically I should have planned out my childcare before learning we were pregnant. Ultimately we found very few openings outside of personal in-home care, which I found to be less preferable because of less rigorous programming.

Access to affordable and quality child care is a HUGE problem for our community. It is disappointing that OSU doesn't offer mor childcare, it is practically impossible to get in at Beaver Beginnings. We have scrambled to find good daycare and if it wasn't for good benefits, I probably wouldn't have worked at OSU these last few years. Luckily now I have a 9 month position and I recently turned down a 12 month position because the cost of care over the summer would consume my paycheck. I feed fortunate that we have made it through the baby years--because it is very stressful to find anything that works. If OSU wants to be more family friendly and support (especially) women, we need to make progress on this topic. Thank you for asking and looking into the issue.

There needs to be more options. I don't want to send my infant to a religious-based day care. It's also not feasible to have children if there is a 2-3year waitlist. Additionally, there is a lot of pressure to not have children and to not have an accommodating post-birth work schedule.

Thank you for considering more options for childcare at OSU. It is very much needed!

Having additional on-site or campus child care options would've been extremely helpful when my children were younger. Now that they are school aged it's less important to me, but still very worthwhile to pursue.

I have been lucky to get all 3 of my kids into OSU Beaver Beginnings but I know the wait list is long. Infants are particularly problematic. There is a need but it should be quality like Beaver Beginnings. I wish they had their kindergarten program back.

I am a graduate student who was on the two-year wait list for beaver beginnings. I was forced to look off campus for childcare being my program was only 2.5 years. Meanwhile professors at the school are in the program, and paying less in childcare than I do currently. I believe there should be separate programs for students and professors, and better availability for incoming students.

There is not enough child care around town for our daughter. The place on campus has a very long waiting list. My wife dropped her hours at work because the price of in-home child care is so high and inconvenient. We would jump at any opportunity for affordable childcare on campus or in town.

It will be great if you extend the beaver beginners center. I have many friend who their children are on the wait list. So increasing the staff number and making the price more affordable will be a big a jump toward a good support to your students. Thanks

Beaver Beginnings is a good facility but has a very long wait-list and is very expensive. Additional child care is very much needed in this community. Thank you for looking into the issue.

Beaver Beginnings on campus was excellent and convenient when we had daycare aged children. But there are not enough spaces. We joined the waitlist with our second child. Getting updates as to where we were on the waitlist (or if we even were on the waitlist) was difficult and when we finally got the call, we were on our third child. Beaver Beginnings is also expensive. Corvallis, as a whole, needs more child care spaces, and more affordable child care. On campus drop-in care is a good idea but my co-workers and I generally just bring our children to the office. We've set up a space with toys and activities for children for such an eventuality.

The on campus facilities are expensive and the wait lists are long. Kid Spirit is expensive and the hours don't work with a regular work schedule. 8-5 is a normal work schedule and they only provide care from 9-430 and charge extra to keep your child from the 12-1 hour if they only spend a half day so the first half of the day is not accessible for most people.

The demand for child care in Corvallis is very high. We started searching for child care when we were only 8 weeks pregnant, and are still on a wait list at several facilities (baby is 2 months old). Having my baby at a childcare facility on campus is very desirable for us (as it is apparently for a lot of people). I know there is talk of a new childcare facility opening on campus soon, which could alleviate some of the wait list. In general more slots for children of students/grad students, as supposed to more faculty slots, would be beneficial, especially because we are the ones paying tuition!

There is SUCH a need for childcare both on campus and around Corvallis!! I literally pay over \$2,000/month for childcare. My wages after taxes do not leave me with much income at all. PLEASE consider opening a childcare center, or offering employee assistance.

I have used the Dixon location, but more facilities and more hours would be so helpful. I wish Bates was a full day program so that I could have my children closer to me on campus. The other center near campus is expensive and has a long wait list to get in. More quality child care is needed in this town. I didn't find the in home care for my youngest until a week before my classes started. It was very stressful, and again, I wish he was closer. We are a one car family, and I can not pick him up. If he was on campus in a full day care center then I could pick him up and he could take the bus home with me. If the library care could be open to you leaving it would be helpful. My office is in Waldo, so the library would be more convenient. Again, more available hours are needed.

It's extremely difficult to get into child care on campus. It takes 3 years to sign up and get in. Also it is very difficult to afford on an instructor's salary. These two factors make it extremely difficult to use OSU child care.

I am glad to see that OSU is looking into improving the lack of child care options for employees and faculty. The student-fee based drop in centers were nice to see arrive on the scene several years back (for students). My husband and I are both faculty members and our child care costs are ridiculous at a nearby private daycare. I never attempted the wait list at Beaver Beginnings - I can barely survive as it is with work and kids. I am guessing an implementation would be too late for me to personally use a full time daycare facility, but we would definitely LOVE to see drop in locations so I can attend a meeting in off-hours or go to the gym. I have even had to bring my 2 year old to class a couple times because child care fell through - thank goodness for iPads. Maybe you could just provide all faculty with a full-time student-worker nanny! In reality though, anything to help would be appreciated... even as simple as an approved babysitter list (that we would pay for - like a local Care.com, but without taking the cut). Best of luck.

Ideally, I would like to be able to use the daycare on campus, but the waiting list is extremely long. We entered the wait-list for Beaver Beginnings ~2 years ago, and we're still on the wait list. Fortunately, we have not yet had a child, but the amount of planning involved to be able to enroll an infant in the on-campus program (due to the extensive wait list) makes it pretty much impossible to use those facilities and is going to force us to look elsewhere for infant care, as it doesn't seem likely that there will be a spot open when we do have a child. I am classified staff on campus and my partner is a student here at OSU and it would be far more convenient to be able to use campus facilities for daycare. It would be nice if there could be an expansion of the current facilities so that more faculty/staff could take advantage of the campus daycare.

We are in a transitional phase as our child will be "school-age" starting next year so I am sort of guessing as to what that will be like. We are always drawn to "home-like" settings for child care and for this reason didn't choose Beaver Beginnings. It felt to institutional for such small kids. Even with our older child, we would be more likely to take advantage of a child care setting that felt more like a home.

I simply can't afford the daycare on campus or even around campus. My son had to go to a church preschool in Albany because it was more affordable and they were flexible. I paid around 600 without lunches included (which is \$100 more expensive than I was paying before, but that in home daycare was to far away from my commute to Corvallis. The daycare on campus is much more than that and have a long waiting list. I barely now make a livable wage at OSU (just got off food stamps after working here for 3 years) and to spend the \$750 or more a month for the convenience of my child being on campus isn't something I will be able to afford any time soon. I'm expecting my second child and now I have to

worry about the cost of daycare for a child in diapers which is an additional charge. I really wish I could use the one on campus, it would make me feel a lot more reassured then worrying about my children being on the other side of the river, if anything were to happen.

Including faculty in the short-term daycare at Dixon gym would be an easy win. This would allow me to work out after work or on the weekends. - We spent 3 years on the wait list for Beaver Beginnings. Turn-over is much slower for faculty than for students and this is not a realistic option for childcare. - As a member of recent hiring committees for faculty we always get questions about University childcare. Unfortunately we don't have much to offer them as the support faculty get is small to non-existent.

Affordable childcare is the key. We were fortunate to get into Beaver Beginnings, but the waitlist is quite long.

I would love to move my son to the daycare center on campus to have him closer to me but I can't afford the current rates. I live in Polk County and currently pay over half of what the price that I was quoted for the new center at Azalea will be.

I've been on the wait list at Beaver Beginnings for over 2 1/2 years. It would be great if my youngest son could be close to my place of work. I'm willing to pay the market rate and I know others are as well. Having your children close is a huge benefit for parents. I can't overstate this.

Before my child was born I lived and worked in Corvallis. Part of our decision to move (to Nebraska) was the cost and availability of childcare in Corvallis. I paid to put my child on the waitlist for childcare when I was 4 months pregnant -- she is now 6 months and she still hasn't been accepted. I would guess that I am unusual that I have been able to keep my current position (at least for the next six months) and move to a place where my husband and I can afford to raise our family. OSU has done a lot of things to make it easier for parents. There are rooms set aside for nursing (some really hard to find), maternity leave (unpaid), etc. But the needs of parents, especially mothers who are breast feeding, is so high -- it will take some very big changes for OSU to be an easy place for parents of young families to work. Having affordable childcare near my office would have gone a long way to making it work. Having a reduced cost of insurance if moms need to be out for longer than three months would also have been very helpful. My department has been very supportive and flexible with my hours so I can breast feed. Thank you for looking into this!! I love working for Oregon State and hope to continue in the future.

I wish there were more options like Beaver Beginnings. I found out I was pregnant in July 2014. I put my name on the wait list in November 2014 for a baby born in Feb 2015. I just checked in on our wait list spot in Sept and was told we are at least 2 years out. It's crazy that my only other option of childcare is \$1200+ month for infants. That is insane it is almost more than my rent. I just wish there were more options. My husband and I both work for the university and make a decent amount of money and are barely staying afloat.

To remain competitive, OSU should offer guaranteed slots in child care (e.g., Beaver Beginnings) for new faculty

OSU could and should do a lot more regarding childcare assistance. It's perhaps the single largest issue in the lives of so many parents, including and perhaps especially women, in managing a professional life, whether as a student or faculty. The nature of academia is such that most people don't have extended family nearby and as such parents are very much without external support. In addition to regular

childcare arrangements, emergency care (when children get sick or no-school days) would be incredibly helpful, beyond the preschool years. Otherwise parents can live in a constant state of emergency (no pun intended) over children being healthy so that parents themselves can go to work. OSU prides itself as being recognized for its work-life balance, but I have not seen evidence of OSU doing anything except the bare minimum required by law. Time to step up.

Having just had my first child, I was extremely surprised at the length of the waiting list for Beaver Beginnings. We registered our child during the first trimester, and we still have not gotten a call regarding an open spot (8 months later).

I used a child care center on campus when my children were younger and strongly feel that more space needs to be available in campus child care centers. Parents I speak with now find it impossible to access on campus child care centers due to wait list times.

Though my children are now (blissfully) school age, we had tremendous difficulty finding acceptable child care arrangements for our youngest before she started kindergarten and my faculty peers are also experiencing the same now. My experience was that there were too few daycare slots available and moreover that of those that were available too few were really designed for full time working parents (i.e. afternoon care is provided by less qualified caregivers - the assistants only). Despite working full time since my eldest child was born (10 years now), our first year in Corvallis (2013-14) was the first time that lack of appropriate childcare interfered with my ability to work. Beaver beginnings had a 2 year wait list; one of the other popular centers in town literally made me cry (when we visited several children were in a corner crying, the director was late meeting us because she needed a cigarette break and reeked when she did come in). We ended up in a facility that we liked, however for my daughter having to transition teachers and rooms to stay for the afternoon was simply too much... When her own teacher described the process as torture for her, we switched to half days only - requiring a difficult juggling of responsibilities to make it work. I sincerely hope that the university is able to support additional quality facility based care for FULL time working employees.

I answered never to using OSU resources because my children are too old and only need after school care. Beaver Beginnings is amazing for younger children, but far too crowded and the wait lists are impossibly long. It is affordable and convenient if one is able to secure a spot for their child. Kidspirit summer/non-school days are a good program, but so expensive that I would never consider it a viable option for sending my kids. It also does not seem to be designed with a working parent in mind as it costs even more to send them long enough to cover an 8-5 working schedule. After school care is not something I would be interested in as the Boys and Girls Club provides affordable options either at the school (STARS) or by taking them to the Boys and Girls Club. I would not want the kids to have to bus into OSU and I do not think OSU could compete financially or provide extra above the excellent services provided by the Boys and Girls Club.

There need to be more resources dedicated to child care for the OSU community. I was on hold at Beaver Beginnings for >1.5 years before an opening came up!

2+ year wait list for daycare enrollment on campus is absolutely absurd.

The options for child care in Corvallis are scarce. OSU must invest in additional care facilities.

1. Make it more affordable. It needs to be below the avg in Corvallis 2. Put more information out there about what is available. 3. For drop in care/emergency care, make it more exciting for kids 8-12. 4. Provide some form of transportation to get kids (older) to campus for after school care. I'm at school, can't go pick them up.

When I knew I was transferring back to OSU in early 2015 I immediately put my daughter on the waiting list for the beaver beginnings daycare on campus. After a year of being on the waitlist I went to the daycare center to see what my chances were of getting my daughter into the program. Not only was I told there were about 20 families ahead of us on the list I was told to go ahead and find other accommodations for child care. I understand there is demand for care, especially on campus, but I am a little surprised the demand has not been met or addressed a little better. I am not going on 2 years being on the wait list with no hope of possibly utilizing the care center. This puts a strain on my academics, through no fault of OSU's, but it does make the situation more difficult as a single parent.

Thank you so much for continuing to assess needs - I am confident that there is such a demand for childcare among OSU employees, that any center or program you develop will get filled. I urge you to be a leader in the nation in supporting families by offering affordable care on site for your employees. This improves morale and increases retention, offering long term financial and social benefits.

OSU currently provides a great quality children care service. However, since the high demand, it is really hard to register I guess. I am on the waiting list for the day-care center in OSU for one year and still waiting....

While there are some available child care options currently available to me as a graduate student, the daycare option that we wanted to take advantage of is still wait-listed for us. We enrolled on the wait-list while only 5 months pregnant. I'm not sure when it may be available, but in the meantime we are without affordable and flexible daycare options that Beaver Beginnings would have provided.

It seems like there is a huge need for more childcare spaces available since the wait list at the campus childcare is so extremely long.

Thank you for looking into this! The emergency care (for days that the public schools are closed or out early and for breaks) is critical for those days in which I can't take it off and their dad is not available. It is very difficult to get babysitters or sporadic care in those cases. . It is also incredibly critical to get good affordable child care, and subsidies would be amazing. Having it near campus is also very helpful. I was not able to get into the on-campus day care, so I am still paying close to \$1000 per month for my 4 year old to go to pre-K. I'm grateful we were able to get her into First Pres (after a year on the waitlist), but it is a big chunk of my budget as a single parent.

I would like to see a second OSU daycare on campus. A two year waiting list for newborns is a bit unpractical.

There needs to be a couple centers that guarantees room for students to have their children attending.

Those with very low income to be considered in the campus child care for free more especially the international students despite of the age of the child

There needs to be more child care options for faculty and post docs to pursue recreation and drop off hours for faculty that only need a few hours to attend a meeting or lecture.

Current off-campus childcare costs: \$1100/month for toddler; \$950/month for pre-K. Our oldest is now in kindergarten, but last year we were paying the total of those two costs, so \$2050/month. The point is that a more affordable option through OSU would be fabulous. Thank you for looking into the options.

WE NEED MORE SLOTS OPEN - the waitlists every where are TOO Long

There is a desperate need for more childcare on campus. Corvallis itself has a dearth of options, and having childcare on campus is a huge boon to staff and students. I was three months pregnant when I got on the waiting list for Beaver Beginnings and we didn't get accepted until our son was over a year old. Not everyone has the flexibility in their schedules/lives to deal with that kind of wait list. I like knowing that I'm so close to my son's preschool that in an emergency I can be there within minutes. If we truly value work/life balance as we espouse when trying to attract faculty and staff, we should back that up with more childcare options.

Beaver Beginnings is perfect, though their wait-list is long and doesn't address post-Kindergarten needs. If it or something similar, but larger in size (e.g. more openings), and supported after school and summer programs for elementary school children, it would be a top choice certainly.

As junior faculty member with an infant less than 6 months of age, I think that the child care services available at OSU are VERY inadequate to support females trying to meet promotion and tenure requirements. This includes - - (1) extremely long wait times for infant care across the entire Corvallis/Albany area, (2) no support for females to attend meetings during maternity leaves (e.g., short term day care, parking passes), and (3) inadequate support at the College/University for females to feel able to fully take maternity leave both at a culture level and also logistically - - (e.g., Since OSU does not provide paid maternity leave, if you need to work intermittently, then you cannot use short term disability resulting in either exhausting sick/vacation or going unpaid).

We are currently with a daycare that has accepted my son since he was 12 weeks old (Noah's Ark on 53rd.) I am thankful that we are with this agency, but not thrilled about the upcoming teacher for the year above his age. Luckily, I think we will be moving and will be switching childcare providers anyways. A huge issue for us is getting our son to daycare and picking him up as we both work full-time or close to it (I work four days/week). It would be nice if the school would mandate flexibility for parents of very young children (5 or younger). I am constantly feeling guilty for getting in as late as I do (normally between 9 -10 in the morning when I drop him off.) That ease of mind in and of itself would be huge. With two children (we are anticipating having another child at some point), I'm thinking paying for a personal nanny or au pair makes the most financial sense. The day I happened to visit Beaver Beginnings years ago, the lady who gave us the tour was very friendly, but the baby room really turned me off. The lady giving me the tour warned me they were short-staffed that day, so to be aware that what I would see in the baby room was not representative. We went to the baby room and there was a caregiver on the ground, perhaps college aged, looked exhausted. She was simultaneously feeding two babies, a third was crawling toward her and a fourth baby was crying by itself on the floor. In addition, the cribs for babies to sleep in were spread around the edges of the room, but there was no separation of nap/awake space, and as I recall there were no blinds so everything was well-lit. As a contrast, the baby room at our daycare had a separate room with a window for caregivers to peek into on sleeping

babies. The lights are always off and there are blinds that close so the room is both quiet and dark. This nearly cemented my decision there and then.

OSU had a 1.1 billion dollar oppressing budget for 2016-16. If they can afford to spend over \$500,000 of the on President Ray's salary alone, not to mention millions of other dollars on additional administrative people, football coaches, and certain tenured professors, if OSU can spend over \$150 million on athletics in a 15 year period, if OSU can afford a \$73 million budget for athletics, than OSU can afford significantly better childcare and student parent support. Student parents have the least support and resources of any demographic attending OSU, yet perhaps the highest need as their time, energy, and all personal resources are split between themselves and their children.

Unable to take my son to the childcare center on campus because they don't have the availability & the waitlist had begun months for school started. Need for additional full time day care/preschool.

We currently use childcare that is not part of the OSU campus but we would love to be able to use something more affordable on campus.

I enjoy the friendly environment at the OSU Beaver Beginnings and excited for the new communication media: Tadpoles. The cost for daycare is expensive in general here.

Cost is a big issue. Luckily my spouse works in Dallas, this does mean my 6 mo child has to commute from Corvallis to Dallas every day. We are paying \$570/month which is much more affordable. I would like to have my child closer to me, especially since I am breastfeeding, but it just isn't feasible.

The current state of childcare offered through OSU is woefully inadequate. The wait list is impractically long and the local reputation of facility is very poor. It is very unfortunate OSU can not be a leader in this effort. I am among many parents who would gladly move their kids to a sufficient OSU run facility.

I did my best to make use of the childcare options on and near campus but they were either unavailable (e.g., 2 year wait lists for infant child care) or unaffordable (summer camps on campus). My wife and I eventually gave up and she decided to stay home with the kids until they were in school full time. I am hoping that OSU will GREATLY increase their investment in child care facilities and options on campus. Current options are not really useable by a large portion of the employees on campus. This is perhaps the most disappointing aspect of my arrival at OSU in 2013.

It took us over two years to get our child into Beaver Beginnings. Child care in Corvallis is extremely difficult to get into.

It is incredibly difficult to find childcare in Corvallis. So, it would be extremely helpful if OSU employees could have spots reserved in child care centers or home-based centers near campus or if OSU had an on-campus center with enough spots available for employees' children.

Please create more space for child care! I have been in a waiting list for beaver beginnings for over a year!

Current childcare options do not meet demands for employees of the university.

We have been on the waiting list for childcare at OSU for about 1 year. the last time I checked there were still 15 people ahead of us on this list. It appears that the demand is there for more childcare now OSU just has to motivate to make more available.

It's too expensive. My income is just enough to disqualify me from financial assistance for OSU child care, but not enough to pay for it out of pocket. All of my income is disability compensation from the VA and I attend school under the VA vocational rehabilitation program, so it would be nice if there was some consideration for my situation. Apparently it is perfectly fine to make my wife stay home and take care of my child and never get a break while I struggle to make it through gruelingly short and intense quarter system course work. I guess helping parents with child care is seen as gratuitous and immoral. I find the culture around children, child care and families as they relate to work and education appallingly callous and hostile, and often harmful. Makes me want to move to Norway.

By the time my son had a spot at Beaver Beginnings, he was about a year old and was settled at our second-choice daycare. At that point, he was also not nursing as much. (I got on the list as soon as I knew I was pregnant.) I really feel that nursing faculty members should get some priority when it comes to on-site childcare. It would have made my transition back to work much easier if I had been able to nurse him while I was on campus. I couldn't even drive to nurse him and return to campus because I would lose my parking spot. Honestly, I fail to see how OSU can consider itself a family-friendly workplace while there is still such a shortage of on-campus options. I'm glad this survey is happening, and hope that it leads to new resources!

We moved here a year and a half ago with our 1 year old. The waiting list at Beaver Beginnings was so long that we were forced to find more expensive childcare off campus. We would have preferred to go to an on campus facility. It seems like there is a high demand and real need for more infant and toddler care on campus.

It would be helpful if it were more affordable for the working class to be able to have their child in campus care facilities that doesn't amount to almost half the wages of an individual's pay.

I've heard mixed reviews about child care at OSU. I would need to investigate the program more before I would leave my child in their care. My first choice would probably be at a care facility off campus.

I contacted Beaver Beginnings early on in my pregnancy to inquire about a tour and the wait list and was very disappointed both with the professionalism of the staff and the policy of how the wait list is prioritized. As a faculty member who helps bring in very large sums of grant money to the University it is very insulting to be told that students come first "because they bring in tuition money." I didn't realize that I had a buy a place for my child. Also, they were more than happy to take my deposit money then never contacted me again.

My kids really don't need assistance but in the past I would have loved to have on campus help.

Corvallis school district has lots of days off or early release. I currently struggle to find options for my children, particularly the younger. Campus support of childcare options on such days would be awesome! Also drop in care for short meetings, fitness class etc would be helpful.

It would be nice to have a designated drop in child care on campus, my youngest child is 4, but I am unable to take on campus courses until he starts kindergarten next year, due to the limited time when

he is in preschool. It would also be very helpful for me to have a convenient affordable place for one or both children if I need to study. My husband works out of town a lot and it can be challenging, especially Thanksgiving week when public school is on break- it is difficult to get anything done!

More openings are needed for infants. We got on the waiting list at the OSU child care center plus a few other centers almost a year ago (as soon as I found out I was pregnant) and nothing opened up in time for my return to work after maternity leave.

It would be great if there were options for child care or kid programs at OSU even when students are on break (i.e., winter break and spring break).

We need more centers and more space for the children

There needs to be more options for employees on/near campus (preferably somewhat discounted like Beaver Beginnings). Childcare for an infant toddler is around \$1100 per child in the community with limited spots. Childcare is literally more expensive for one child than a mortgage payment. Beaver Beginnings would be nice, but they don't have enough space. We have been on the waitlist for 3 years.

I have used the Dixon location, but more facilities and more hours would be so helpful. I wish Bates was a full day program so that I could have my children closer to me on campus. The other center near campus is expensive and has a long wait list to get in. More quality child care is needed in this town. I didn't find the in home care for my youngest until a week before my classes started. It was very stressful, and again, I wish he was closer. We are a one car family, and I can not pick him up. If he was on campus in a full day care center then I could pick him up and he could take the bus home with me. If the library care could be open to you leaving it would be helpful. My office is in Waldo, so the library would be more convenient. Again, more available hours are needed.

Having an affordable place to drop off your kid when the public school system is closed due to holidays, conferences, prep days, etc. would be very valuable. Many of us have to take an entire day off of work when this happens. Every year more days get added. Other than that, you certainly need more preschool child care. Our daughter was on the wait list at negative 6 months old and she did not get in until she was 3 years old. With that said Beaver Beginnings is an excellent facility with a superb staff. Thank you.

This is a huge need in the OSU community. Thank you for looking into the issue, and I very much look forward to hearing about potential solutions.

It would be great to have more childcare options at OSU.

Staff really need support for childcare, good childcare which integrates childhood education. We have experienced both highs and lows of Beaver Beginnings. We are grateful that we have adequate childcare while we work, but have had difficulties that really just depend on the teacher we happen to get. It would have been great if there were a stronger educational connections with the university to support quality learning and care. As for childcare for school age children, we currently take our children to the after school Boys and Girls club when the district has days off. The days are many and so with a dual family household who both work and teach at the university this becomes difficult to manage.

We have been lucky to have two children in Beaver Beginnings, an excellent school and super convenient. My wife is also a student who works on campus, so we have been lucky to utilize the Little Village at both the library and Dixon for the time between school and end of work on days it is available and on some school holidays for short periods of the work day, but upon her graduation, we will no longer have that benefit. Something similar for faculty would be great as would a few more family friendly bathrooms with changing tables on campus. If I have our baby with me, I have to walk to the MU or library to find a changing table. Most pubs in Corvallis have changing tables in both men's and women's rooms; one per building seems like a reasonable goal for a family friendly university.

I have been extremely disappointed and frustrated by the OSU childcare centers. I got my older daughter on the waiting list, and heard nothing for nearly two years at which point I simply received an email asking if we wanted to continue having her on the waitlist. At that point I had my second daughter and was desperately trying to find care for her, but was told that she could not step into my older daughter's place on the waiting list and would be added to the bottom of the list (for another seemingly endless waiting period?) I would love it if the university had some sort of backup care system for the days when other schools/centers are closed but OSU is still open and we need to work. Good luck, and thank you for trying to improve the system.

My experience with the current child care center has not been good. When I was expecting my first child, they were rude and indifferent when I was inquiring about care and asking about getting on the wait list. I was told that I should have been on the wait list 2 years prior, but I was not pregnant then. Because of that, I chose not to be on their wait list and was lucky enough to find excellent care very near my campus location at a facility (non-OSU). The price was just about the same as that offered by OSU. I live in Monmouth, and I have very limited child care options there and must bring my child in to Corvallis. This will make it difficult when I am on maternity leave next year, as I will have to travel quite a distance to bring my child to campus, so something to think about is how to deal with a mother who may be home for a period of time with another infant and having some time off available for the child that is usually in daycare without losing their "spot."

We are expecting a baby for next April. It has been very complicated to find a spot in child care programs at OSU and Corvallis to start on July, 2017, even though we were included in the waiting lists since July, 2016. The infrastructure that OSU and Corvallis offer to students that are parents is very scarce and highly competitive, which put a lot of stress on students, their families, and affect academic performance of students. This situation is more stressful for international students, who don't know well the child care system of the U.S., and for which finding a support community is difficult while studying abroad. We are facing these issues, plus economic issues to pay the costs of child care programs in town. It could be very helpful for all students with families that OSU increases its capacity in the Beaver beginners to receive new children per term, and that can increase this number by working in a network with other or new care programs in Corvallis or with certified babysitters in town. Thanks for this survey that allow us to express concerns regarding child care at OSU and Corvallis.

Some of the newer/recently renovated buildings on campus have changing tables, but places like the library and MU, among many other are lacking, it would be great to see more changing stations in both men and women's bathrooms. On campus daycare should be on the edge of campus. Our little villages are not in convenient locations for student-parents trying to run to a class.

Affordability and availability are extremely important but we need to have high quality child care programs and care givers too. Any centers or programs that are partners with or developed by or

offered to OSU should have OSU's stamp of approval whether that means review of the curriculum and licensing or licensing and observations by OSU itself.

Wait list is too long for Beaver Beginnings. I know people who have been on it for 3 years (since their child was born). The other options for childcare on campus are not options for full time employees who need to have this children in daycare all day - however they seemed like great options until I saw their hours. I think OSU could triple the daycare capacity that they have and still have enrollment full. I know that the Azelea house is opening which is very exciting.

Beaver Beginning slots are too rare that we have to wait for too long time.

My children are now at the age where we have established their care needs and have a routine, so I appreciate the survey but am not in a place in my life where I would take advantage of any of these options. When my children were small, I would have welcomed many of the suggestions earlier on your list, particularly subsidized child care for the center of my choice. Beaver Beginnings had no slots available when I was looking for child care; further, their developmental model was not what I was looking for in terms of child care but it was the only choice if one wanted to take advantage of a faculty discount. But the point was moot anyway as there were simply no slots. Child care is obviously a huge issue; another is that the zone schedule runs in such a way that single parents cannot teach in the 8 or 4 o'clock zone easily as public school is not open early or late enough to accommodate making an 8 o'clock or 4 PM class. Like many other things here, it becomes up to the individual faculty member to try to reach some sort of accommodation with the chair/director. I know this wasn't the topic of this particular survey, but it's what parents run into once their children age out of child care, and then K - 12 presents its own set of challenges, which the later options on your survey address.

Beaver Beginnings is, for all practical purposes, inaccessible with its 2-year wait list. I am paying nearly double what we would pay there for quality care at a local preschool. It is extremely stressful when my regular provider is ill and there is no backup care available since I don't have family in the area. It would also be wonderful to have more options for when school is closed or after school.

My children have been on the wait list since April 2015, and there still has not been availability I find this extremely difficult. The cost of daycare outside of OSU is increasing and as is takes 95% of my paycheck. With the rise in minimum wage I am not sure how I am going to afford it while working?

We were hoping to have our kids at Beaver beginnings because it is conveniently located. However, it took 2 years for us to get off the waitlist, at which time it was no longer useful. I added my kids to the waitlist the week I was hired at OSU.

i have the sense there is a daycare option here for employees, but i has a waiting list out for more than a year? if so, would be nice to fix. not true? i'm not sure where to look (online) to find out if this has changed.

Since my child was born in May, the lack of available child care openings in centers has negatively impacted my job. I appreciate the Care.com resource but there is also a real lack of available people who are interested/available/qualified to care for infants. The list at Beaver Beginnings is so long, we finally got into another child care center in town but then realized our parking permits are creating an unnecessarily long and stressful commute crossing the heart of campus town - and we are on waiting lists to get a better parking spot which apparently is highly unlikely to happen. I want to be a good

parent and a good employee and having a little more support in these early stages would be greatly appreciated.

Beaver Beginnings was great while our youngest was small. Most of my answers on previous page regarding what we would be likely to use pertain to when kids were smaller--obviously now we don't need toddler care! Our kids go to philomath schools--so after school near OSU doesn't help us. Philomath has a good after school care program already (and all day on no-school days, and summer, etc). We wouldn't be opposed to getting help paying for it, tho!

We would have benefitted from more on-campus daycare options when our kids were younger. We currently benefit from care during non-school days (that are not university vacations as well).

We are sooooo short on available care in Corvallis. Parents working at OSU are on wait lists at daycare for 2 years+ - we have been on Beaver Beginnings Waitlist for 2 years and still waiting. I would literally trade my health benefits for childcare so that my wife and I can continue to dedicate our time to OSU. Even when we find spaces it is \$1000+ per child per month - a large burden on our family. Please help us with providing this and subsidizing as a benefit. We have the flex account but the federal gov. only allows 6000 to be used PER FAMILY!

OSU states on its postdoctoral homepage that "Oregon State University welcomes postdocs and their families." In stark contrast to this, however, is the fact that waiting lists for child care are very long (range of 8 - 12 month in my experience). This holds true for Beaver Beginnings, but also for child care center in Corvallis in general. This makes OSU not the outermost attractive place to do a postdoc. So reducing waiting times would be a very good and important step forward. Also, OSU tries to attract international postdocs. However, the situation is even a bit worse for them. Currently, there is no short-time or long-time housing option for international postdocs with families. Only options for singles exist. However, it would be particularly valuable for families to have a place for the first few weeks / months when they arrive from abroad. Typically, families with kidz care more about hygenic conditions of an apartment than individuals. while the options for child care waiting times for child care are in the range of 8-9 month.

My family is currently paying about \$1600/mo for not-quite full-time child care between a center and a backup nanny, and the financial burden childcare places upon us is the principal reason we won't be having any more children; we are both academic faculty members who earn decent salaries, but childcare costs are sky-high and the waitlist for Beaver Beginnings (through which we could get an OSU discount) is two years long at last check. The options mentioned here-- short-term drop-in care (so we could teach even if our nanny is sick and day care is closed), on-site care, childcare subsidies, summer programs-- would go such a long way for us.

More child care with better pricing for working families.

Thank you for looking into this! Securing safe, quality, affordable childcare has been the most challenging part of becoming a parent for me.

I tried to sign my child up for Beaver Beginnings, but there are no spots for the children of employees of the university. It sounds like the spots are reserved for students' children. I even contacted Beaver Beginnings when I was pregnant, and it was clear that there just weren't going to be any spots available in the next year or two even. I would be grateful if OSU could expand its resources for child care on

campus. This also means paying the workers a fair wage in order to ensure a quality program is administered. Please expand the child care on campus.

Had I an opportunity to fill out this survey when I started working at OSU eight years ago, all of my answers would have been "very or highly likely" or similar. Eight years later, now only one of our three children needs any after school supervision. Full-time non-subsidized childcare is ridiculously expensive. If OSU could provide more subsidized childcare to more of our faculty and employees, I think it could only be a net good for our institution.

Hi I am a graduate student. My wife in planning to apply for a job because my income is not enough. However, child care outside OSU are too expensive and OSU child care has a waiting list of more than 1 year. Then, she can not accept the potential job and we can not afford a child care with my salary. I think that a guide from you in this situation could be very helpful.

Subsidized availability seems to be the critical need and the more integrated the program through OSU the better. These not only support the children, but also build employee loyalty. Now we scramble and I have it much better than most of the other parents I know.

I will likely be needing childcare within the next 2 years. I have heard wonderful things about the on campus childcare program, but that it is extremely difficult to get in to and is expensive.

Although I don't currently have young children, it was very difficult to find good childcare when I did. I sent my child to Bates Hall, which was wonderful--however, the limited hours of this program is a deterrent to many parents who work full time, and those who work during the student winter break, so more options for full-time, convenient child care during normal OSU working hours would likely be very helpful to employees.

I am having a child in May 2017 and will need childcare beginning the in the fall of 2017. I would like there to be affordable options for childcare at OSU.

We plan on having children in the next couple of years but are afraid of the cost and availability, even on campus. Waiting lists and the enormous expenses associated with childcare seem daunting. My colleagues with children have expressed a lot of frustration with finding childcare available.

Close, flexible, and reasonably priced.

Child care here at OSU seems to be expensive, and my wife and I have elected not to use the services due to the cost. We would consider it further if the tuition was less.

Childcare on campus is limited and too expensive for professional faculty. Even the surrounding area in Corvallis offers high priced childcare not in line with salaries offered at the university.

When the children were smaller I found it very difficult to find child care near campus or even off campus within a reasonable amount. My children are older now and not as much of an issue; but full time daycare was a minimum of \$1,000.00 each month for me. The summer program on campus was great must terribly expensive and I didn't qualify for help in paying those costs.

We've been on the waiting list for daycare in Corvallis since we were three months pregnant; we now have a 6 month old child and we're still waiting with at least 10 children ahead of us at Beaver Beginnings. Apparently we keep getting bumped down. I'm a post-doc and my husband is OSU staff; while neither of us make a lot of money, we don't qualify for the benefits of students w/re preferential order in the daycare system and siblings already enrolled also give other children precedence over ours. This is impacting both of our ability to functionally do our jobs, as well as our quality of life at home, as we have to constantly switch off child care between the two of us. Caring for our infant at work has also been hard; I share an office and there isn't even a women's restroom on my floor of the building I work in so I have to navigate a flight of stairs with a crying child to a toilet upstairs to feed (and feeding in a toilet is pretty gross). If OSU wants to keep women in the workplace, it really NEEDS more day care availability and more child-friendly facilities for its staff.

You might consider increasing resources to your child care services. None of my colleagues (collectively, 4 parents with 5 children under age 5) have been able to use these services because the average time spent on the waiting list basically precludes their ability to use OSU services during the first two years of life, which is when these services are needed the most. By the time a child gets in, they have already established a rapport with staff and children from another non-OSU service and therefore a large transition is not ideal. I have a daughter (Age 20 months) but commute daily from Wilsonville and have decided to seek out care closer to home to avoid excess time in the car for my child.

I'm trained as a doula and midwife, so while I don't have children yet, I am very aware of the needs of mothers, children and families, and believe that OSU should be extremely dedicated to supporting them. From 24 hour childcare options, to home care services for families with newborns, to extending maternity leave through the first year of life, there are a multitude of ways that the university could better support families.

Our biggest issue with our dual-career family is when schools have holidays that we don't. Being able to bring kids to OSU and have a place for them to go while we work would be fantastic. We also LOVE kidspirit, and our daughter loves it, and we will continue to participate in Kidspirit during the summer and other times it is offered.

I am concerned that there does not seem to be available child care on campus for young children (under 18 months) because of long wait lists. Lack of employer daycare (even if funded by parents) discourages me from having children in the immediate future. Myself, and many employees like me, are not from Oregon, or are not from Corvallis, and have no extended means of child care after maternity and/or paternity leave pass - which can be a few months at most. Because of this, the demand for childcare is high and options for childcare in the Corvallis area are strained. This need for high-quality, nearby, and reliable infant childcare is not only concerning, it's disheartening.

I'm concerned that there isn't enough room in the childcare on campus. Other parents I've talked to said that the wait list for most places are really long. My husband are currently trying to have a baby, and it's alarming that we might not be to find child making it hard to come back to work or having to pay an individual to watch the baby while at work which would cost more money. There needs to be more space available and also more locations around campus. In addition they should have greater hours of operation.

More room at the campus daycare center would be ideal, I have employees with kids who tell me the wait list is very long

I don't currently have children, but plan to have a child in the next 2 years. I have heard from others at OSU that there is a long waiting list for childcare at OSU (some have told me 2-3 years), and that you can't join the waiting list until you are pregnant. This is a big concern for me in terms of planning reliable childcare that is close to OSU/on campus here at OSU.

There need to be more options for childcare at OSU. For example a day care or a place where we can drop off our kids and they can be watched by professionals. I know Patagonia has this model for its employees.

I plan on having children in the next year or so and I hope that the child care services here on campus will be able to help my family with their care.

I am expecting a child in April 2017 and am looking for newborn child care close to work. Working in Corvallis is an hour from my home in Salem, so it seems most sensible to have my newborn close to me. Child care is generally more expensive here than in Salem which is a consideration, but I would like to take my child somewhere close so that I might nurse during my lunch break or pick my child up quickly should I need to.

I am planning on having children in the next two years and I hear that there is a waiting list for the on campus daycare that is two years out. My partner and I both work in on campus, and in athletics, so having the option to have our future kiddo on campus would be ideal.

I am currently on a wait list at two daycare facilities. One is on campus and the other is not. Without knowing if either facility will be available to me when my FMLA is up, it feels nearly impossible to plan returning to work. Although I feel supported by my supervisor, that does little to alleviate my concerns about my finances, time, and availability to focus on returning to work after FMLA. I wonder if there is more that OSU can do to make daycare accessible to faculty and staff. Also, the process of connecting with Beaver Beginnings and getting on the wait list was unnecessarily long and tedious. I filled out an online form and heard nothing. After a few days I called and was told I needed to wait for an email in order to pay a fee to be added to the wait list. The email finally came through because I called in, but I needed to call again in order to move forward with the clunky process of paying a fee to be added to the wait list, which doesn't seem to increase my chances of obtaining daycare. Then I called again to confirm that I was on the wait list after paying the fee because I did not hear anything back from Beaver Beginnings. I still have no idea if there will be a spot available once I have a child and I have heard nothing from the daycare center. I feel totally ripped off. I don't know what the fee is for; it seems unnecessary and exploitative, but I don't want to start my child on a bad foot so I said nothing to the staff at the daycare about it. Also, I still have no idea if I will have daycare available to me in order to return to work when I hope to which is creating a bit of anxiety at home and at work. I hope that, if providing daycare to employees is important to OSU, it becomes a smoother and more accessible process in the near future.

Child care close to campus/on-campus for easy drop-off/pick-up and to visit during lunch hours.

On-campus childcare is vital to our decision to have children. Without easily accessible childcare on campus, children are not a realistic option for us.

On campus, AFFORDABLE, child care would be huge for us. I am an instructor at OSU and we struggle to pay childcare costs as it is and while we really enjoy our nearby facility (Growing Oaks) having an on campus facility would be great.

I am currently expecting my first child. There is seemingly very little support on campus for parents. I know there is onsite child care, but I was told the waiting list of 2-3 years! How is that helpful when pregnancy lasts 9-10 months? Thank you for looking into new or additional ways to help!

As the Director of a School, I am thankful you all are working on this major issue for our faculty and staff. I had three children during my time at a previous institution. The high quality, affordable day care there made my ability to focus on work so much stronger. My family situation worked very well due to that day care facility. I was surprised to know that OSU didn't have the same situation when I arrived on campus.

I plan to have children in the next two years. I will need affordable infant and early child care on campus, with the capacity to serve me when I need it. Starting a family is important to me and having affordable and accessible infant and child care on campus is essential for me to be able to keep my job here at OSU. I am a full-time instructor so my schedule will not be as flexible as some of the research faculty. Having an array of availability for full-time, part-time, and drop-ins will be helpful so I could arrange my child care around what I will need to teach and be a parent.

My children are in high school and college now, but I have worked at OSU for many years, and I wanted to comment, because I work with a lot of younger faculty and instructors who have younger children. I am so happy to see that OSU is looking to increase support of employees with young families. I think the increase in physical support like the addition of lactation facilities and the emotional support, like allowing employees to bring newborns to work with them is really wonderful, but I have also recently seen an employee who very much wanted to continue working and was very good at her job, have to leave her job because she was on the waiting list for infant child care in town and, even if they got a spot, they'd been told it would likely only be for two days a week, so she was literally unable to work full time. I would encourage OSU to consider creating a faculty/staff ONLY infant care center, much like some innovative corporations have done. If it were a special facility that caters especially to faculty/staff parents of newborns, with no waiting list, so that employees would not have to give up their jobs and could still visit, see, play with, nurse their babies during the day, that would be an incredible benefit and also a recruiting tool for new hires. We are not one of the highest paying universities around, but if the quality of life and benefits are right, that doesn't matter. This would be an excellent benefit. Also, it would need to be subsidized and either free or really affordable! Infant day care is so expensive, and many young families feel that the difference between one parent's paycheck and the child care bill is just not great enough to continue working -- even if they want to. If there is any way for the university to subsidize or cover this proposed facility (private fundraising, donations?) that would be even better.

There are two areas that would be of immense help to the OSU community regarding child care: 1. The availability of on/near-campus child care for faculty, students, and staff-- so that one can obtain the child care within a reasonable proximity to the child's birth, rather than needing to try obtain it before attempting to conceive the child. 2. Some form of emergency sick-care for the children of OSU students- especially during key periods such as quarterly final exam weeks. Faculty can often juggle their schedules and have the financial flexibility to handle sick care, but students typically do not-- this can be a huge issue for student mothers attending on-campus courses. I realize it is difficult to create

appropriate and affordable emergency sick-care for children, but the result is that student mothers are heavily disadvantaged by this aspect of our US childcare system.

I do not have any children now, but my husband and I anticipate becoming pregnant within the next 9 - 16 months. The option to have childcare at OSU would be a huge help to us when the time comes! I do not see how we would be able to have only one spouse working, and I love teaching at OSU and would like to continue to do so after having kids. The ability to bring them to campus and leave them with someone affiliated with the university would be amazing! I fully support this idea and would use it if available when the wee ones do come! Thank you!

Access to affordable child care is a primary concern as my partner and I prepare to start our family, and if this was accessible to me on campus it would help retain me as an employee. I understand that the state of Oregon is one of the states that has the highest cost of living and highest cost of childcare and this makes me increasingly nervous as we consider our financial well-being as a resident of this state.

We need more childcare on campus for staff. Preferably, we would have a separate childcare program for faculty/staff, so that there were not any conflicts of interest between students and staff/faculty.

Parent students and staff need our children to enter Beaver Beginnings! The current enrolment is too low!

I understand that not all jobs descriptions have the same flexibility but I believe we can do a better job by providing different options. Childcare on site or discount with a childcare if it off-campus Child-office friendly New policies to allow drop/pick up child from school There are much more than the above

Giving birth while being a grad student without any family help here is not easy. I hope there are some option for student parent (in terms of on campus cheaper child care or discount or so) available at OSU.

I believe it is necessary to support parents with childcare needs. There are very few dependable and reliable childcare options available in our area. Having childcare available on campus would be supportive for families attending college and make self sufficiency an easier transition.

Having childcare options available on campus, or at least in association with it, would be very helpful. I know there are many universities that provide it in conjunction with the appropriate programs on campus so that it is a hands-on experience for students and a nice option for faculty and staff.

I am a professional faculty member and my partner is a graduate student. Having childcare options on campus would really be the most useful for us and others in the same camp.

I think it would be very beneficial to have some sort of child care available. to students.

I know that childcare costs are extremely high in the U.S., and that Oregon childcare costs are some of the highest in the nation. As a single person, this is extra worrying. I have looked only a little bit into childcare options at OSU and have also heard a some feedback from colleagues. I understand that there are often waiting lists for placement and that yes, prices are high because of the standard of care. I would hope that more openings could become available and naturally that prices be kept at reasonable rates (a difficult point, of course, when one considers childcare workers, facilities, etc.). I don't know if

there could be more options for people like myself who are single, yet are not eligible for normal income based subsidies or special rates. Thank you for reading through.

I feel it is imperative for OSU to support the child care needs of its faculty, staff and students. The fees currently charged for these services are crippling for students and staff with low incomes. Meanwhile, millions of dollars are spent on team sports and new buildings. What is wrong with this picture?

Having childcare nearby, within walking distance, and the ability to come and breastfeed during the day would be ideal.

I will receive a new child in the coming months, and I want to know what are the child-care services provided by the University and how I can use them for my child.

I wish that there was a nursery which is affiliated to the University because I have registered my daughter's name on the waiting list six months ago, and unfortunately, none communicated with me until now.

My wife and I are planning to have a child soon (in the next two years) and since we both work at OSU having some sort of workable and available daycare at our place of work would be extremely beneficial. From what I've heard from the other parents that are in or have tried to get kids in to OSU daycare the waiting list is huge and it could be years before our kids would be able to get in. We hope adequate and affordable coverage is available when we do decide to have kids because if not; we'll have to make the hard call of having one parent work and one parent stay at home with the kids.

Now that I have a child in a daycare facility in Eugene I am less likely to use options at OSU, but before my child was born, I was considering child care on campus. Unfortunately, I was unable to find a space. Had there been a space, my child might have continued at a facility in Corvallis. We now have a relationship with our caregiver and are less likely to change unless there was a significant financial incentive to do so.

I started as a student at OSU Fall term of 2014, and got put on the waiting list for childcare. Over 2 years later, and I apparently never got in. OSU doesn't care about families with children. They would rather waste everyone's money building bullshit new buildings for literally any other purpose. The services that you pretend to offer families are a sham and it is insulting that you even pretend.

Both of my girls would love to be with me at my school! And, it would really set a good example for them to be college bound when they are older. Having on campus daycare and summer camps would cut my school stress level 99%.

My concern is my child's security on campus. I don't think any or random students should have access, only registered parents or guardians known to the children or childcare providers.

There are not enough slots in the daycare at OSU (Beaver Beginnings). Please, open more slots.

we love OSU child care. increased hours will be useful.

We were on waitlists for 18 months with our son after he was born, and only one of 5 has come through in that time period, forcing us to juggle utilizing the drop-in care at our little village, in-home babysitting, nanny-sharing with other community members who are in the same boat, and reducing our availability to work in order to meet our child care needs within our budget. We have much appreciated the

resources that have been available, but it is my opinion that at this time the need for childcare well exceeds what is provided by OSU given that local childcare centers in the community also have waitlists of over one year.

It is so sad that the childcare facility on campus, Beaver Beginnings, has an extremely long waitlist. Give how much I get paid as an adjunct faculty member with a PhD, I can barely send my kids to daycare if it weren't for my husband's salary on campus. Even then, for two kids in daycare, we are expected to pay \$20,000. This is ridiculous. Moreover, I have been penalized because I have children when it comes to choosing my family vs work/teaching. The degree of discrimination is so painful to endure.

I think that there needs to be more questions involved in the selection process of whom receives the child care subsidies. My family is currently struggling with our financials due to the cost of the child care offered on the campus.

I have one at a facility now, she has been there since birth so unlikely to change. Couldn't get into OSU's program, not enough spaces. Not wanting to change at this point. This is her last year before going into kindergarten. No school day programs, summer care programs at a reasonable cost are very much of interest. OSU's programs are great now, just very expensive. Wish the cost was closer to Boys and Girls Club.

The waitlist at Beaver Beginnings is ridiculously long (which I am sure you know). Luckily I got my older daughter into Beaver Beginnings from ages 3-5 and it was wonderful- the care is great, the staff is great, it was cheap, it's so close to work! My 5 year old is now in kindergarten at Corvallis schools and we are planning for child #2, and we can't find an infant daycare spot in town! There are very few infant spots at any childcare centers in Corvallis (I know it's related to the caregiver ratio being higher for infants) - I am on 4 waitlists, but 90-100% of the infant spots are taken up by siblings of children already there. I have no family in Oregon to assist, so if a spot doesn't magically open up I will probably be paying \$2000 a month for a full-time nanny. It's really frustrating that there's not enough childcare openings for all the kids in this town. There need to be more spots on campus and near campus, especially for 0-2 years old.

We have been lucky to get into Beaver Beginnings, but colleagues that haven't have had a much more difficult time with childcare. If it is possible to increase the amount of slots available for 0-3 year olds, it would help tremendously.

I was on the wait list for Beaver Beginnings for 2 years which is ridiculous! I ended up using off campus in home daycare which isn't as convenient, but its much more affordable. On campus drop-in childcare would be amazing.

In general, my wife (also OSU faculty) and I have been especially pleased with CCLC (Beaver Beginnings) as a provider close to campus with effectively the same schedule as OSU. Talking to other parents in this community, the biggest challenge they seem to face is discrepancies between the OSU schedule and that of their child care provider (this will be harder for us when our son begins kindergarten next year). From everyone I've talked to, the services and resources at OSU are fantastic, but the real challenge is that there is simply a shortage of slots for childcare in Corvallis and waiting lists are prohibitively long (well over a year).

We currently use Beaver Beginnings and it has been a huge help for us. The fact that BB is subsidized through OSU relieves a huge financial burden. I love the idea of drop in child care centers but in the last 1.5 years we haven't used them yet - with full time care at BB we haven't needed it.

I just want to voice my frustration over the fact that the newborn daycare on campus has over a year-long wait list. So there is effectively no newborn daycare.

I find it unfortunate that the childcare on campus has such long waitlists. Being new to Corvallis, I am finding it very difficult in finding affordable childcare and it may influence my future at this university.

I was hired at OSU this fall and was very disappointed there were no childcare options for me. I had called the childcare facility and they informed me it would be at least a years wait, if not more. So I didn't even bother.

I am currently the only working parent in our home - my spouse is highly educated and is qualified to work outside the home. However, because of the cost of childcare in the Albany/Corvallis area, it is not cost effective for both of us to work and to pay for childcare. We currently have a \$200 per month (max) deficit with our current set up versus both of us receiving a paycheck for full time employment. Additionally, wait time at any daycare facility is so ridiculous that I was scoffed at for contacting potential facilities while pregnant. Let me restate that. Wait lists are so long for childcare centers on and off-campus, that waiting until you are actually expecting a child essentially guarantees that you cannot find a place to take that child while you are at work several months in the future. I suggest multiple someones create safe, clean, affordable places for OSU students, faculty, staff, etc. to take their children to while they struggle to earn an education and/or a paycheck. A variety of atmospheres would be beneficial - outdoor daycare (Scandinavian style), creches (French styles), montessori, etc. and would give parents the ability to choose what they feel is important in a childcare setting.

I am very concerned about the rising cost of child care that is near campus. I breastfeed and going to see my infant in an hour and return back to work is not feasible. The costs continue to rise for the same service.

We need to create a better list of child care providers in the area, more specifically home day cares. There is a huge shortage in this community, and OSU is the largest contributor to the area. There also needs to be additional child care on campus for all ages under school age. Beaver Beginnings is full to max with over a year waiting list!

Childcare is extremely difficult to find in this town. It is an undue burden for women in the academic community. I find it frustrating that as a faculty member I am not allowed to use the childcare facilities at the recreation center or library, even if I am a paying member. I understand there needs to be places for students children but as a working mother at the university I feel that the university is not adequately supporting me. I have been on the waitlist at beaver beginnings before my child was even born (June 2015). She is now 14 months old and I am still several children deep on the list. I would look for other care but this too is not available. I work and live literally blocks from the Beaver Beginnings center and would like her to be near by. When I got pregnant I assumed that childcare would just be a financial burden, I didn't realize it would also be nearly impossible to find. This saddens me as it is a real reason not to have more children or grow my family. OSU needs to be doing more to support the women that work and have family lives. This is not the 1960's, I should not have to choose between

work and children in 2016. OSU will lose good working intelligent women if they don't ease the burden of childcare availability and affordability.

Availability of full time infant child care has been a concern for us as we wait a placement of an infant for adoption. Along with not having a due date like biological parents have, the various centers in the area have told us of the long waitlists for an open spot. Hopefully the new child care center at Azalea will help with the demand.

Any of these would be wonderful. There is a lack of child care in the Corvallis area, a university program in this area would not displace local business.

childcare just costs too much money. If there were a center provided by campus- it is not enough. The cost of the care must be taken into consideration. For my two children, I pay 2000 out of my pocket- it's almost not worth it for me to keep working.

We are very happy with our current childcare at Growing Oaks, but would have loved some reserved slots or OSU-affiliated childcare if it had been available when our children were starting care. KidSpirit and Aces are amazing programs. I am exceedingly grateful for them. The Care.com account is also helpful. Thank you for all that you do. As you know, Corvallis needs more childcare, especially for international families who are not able to be on waitlists for up to 2 years. Prices are also high. I have no idea how to fix these problems, but thank you for looking at them closely.

there's a definite need for more - and more affordable - child care at or connected to OSU, given the number of faculty/staff with K-8 aged children. After school and K-12 school holidays are key for me, but many of my colleagues with younger children or currently expecting are experiencing legitimate distress over the lack of quality, affordable child care on or near campus. this is particularly challenging if both parents work full-time at OSU in roles requiring 8-5 presence on the job. I realize that significantly improving child care options requires significant financial resources to be applied, but in light of OSU's commitment to work-life balance, and in order to improve morale across campus (not only for those who have kids, but also those who don't but see OSU actively helping those who do), I believe this could be a tremendous step for the better.

Comments Regarding Child Care Financial Assistance

It would be the best if the university could provide financial assistance in addition to the regular TA/RA assistantship for the graduate students with kids.

Between childcare and realty costs, Corvallis is pricing out many young profession families. Any relief that OSU can provide in childcare costs would be greatly beneficial to its employees.

My children are now school age, but they previously attended Growing Oaks (CCCC) which used to hold a contract with OSU. That contract was not renewed one year after my first child started attending and the cost of tuition rose significantly and continued rising on an annual basis. This became impossible for us to pay on my classified staff income alone and eventually our family had to provide financial assistance. We were awarded subsidies on a few occasions, which was great, but generally speaking, it was really hard to keep this up. Other options or financial assistance for both employees and students would be great. m

Allow faculty/staff/students to apply for child care subsidy more than once per year. Perhaps each quarter (Fall, Winter, Spring)

some sort of stipend or child care Credit would be really helpful for us to get started. We can't afford childcare at the moment because my husband can't get a job while he's at home with the baby. It's kind of a catch 22- if he had a job we could afford care, if we had care he could get a job. Something to start us out would greatly improve our quality of life

Assistance with child care costs is extremely helpful. Dealing with the expense of child care is the largest hurdle I've faced as a returning grad student. The cost of daycare for my 8 month old son takes up 50% of my GA income. As a family, we can afford a better home in Albany and thus we do not live close to campus. While the drop-in, on-campus support is helpful on occasion, all support for childcare at non-OSU facilities is greatly appreciated.

Living in Portland means child care on/near campus is not very relevant for me. Financial assistance for child care that could be used at any approved facility would be more helpful.

Child care assistance for grad students is important. I get paid 20k a year and spend nearly 13k on child care.

We currently use Beaver Beginnings and it has been a huge help for us. The fact that BB is subsidized through OSU relieves a huge financial burden. I love the idea of drop in child care centers but in the last 1.5 years we haven't used them yet - with full time care at BB we haven't needed it.

resources for childcare for single parents like myself who just cant afford the cost of childcare in corvallis. maybe childcare grants for OSU students?

Beaver Beginnings is the cheapest full-time care we could find for our two young daughters, but is still about \$1,225/month. Even with the OSU student subsidy, it still comes out to about \$1,100/month. The presents a major burden. Also, when one of our daughters shows a fever (which happens all the time with kids), we are required to pick them up from Beaver Beginnings and essentially miss any class for the remainder of that day, and the next day, as they cannot return until 24 h after fever is cleared. It would be nice if there was some way to get around this inconvenience, as it happens about 1-3 times per term.

We are sooooo short on available care in Corvallis. Parents working at OSU are on wait lists at daycare for 2 years+ - we have been on Beaver Beginnings Waitlist for 2 years and still waiting. I would literally trade my health benefits for childcare so that my wife and I can continue to dedicate our time to OSU. Even when we find spaces it is \$1000+ per child per month - a large burden on our family. Please help us with providing this and subsidizing as a benefit. We have the flex account but the federal gov. only allows 6000 to be used PER FAMILY!

Thank you for looking into this! The emergency care (for days that the public schools are closed or out early and for breaks) is critical for those days in which I can't take it off and their dad is not available. It is very difficult to get babysitters or sporadic care in those cases. . It is also incredibly critical to get good affordable child care, and subsidies would be amazing. Having it near campus is also very helpful. I was not able to get into the on-campus day care, so I am still paying close to \$1000 per month for my 4

year old to go to pre-K. I'm grateful we were able to get her into First Pres (after a year on the waitlist), but it is a big chunk of my budget as a single parent.

As a student parent I have found it very difficult to find all of the resources available to me. I have also been unable to find out if there is any special reduced rate of tuition at the OSU preschool for children of students.

Free/very affordable care for children.

I am not familiar with child care programs offered at OSU, or financial aid programs, and I will be in need of them this summer. More info on the subject would be great to have!

Those with very low income to be considered in the campus child care for free more especially the international students despite of the age of the child

I think that there needs to be more questions involved in the selection process of whom receives the child care subsidies. My family is currently struggling with our financials due to the cost of the child care offered on the campus.

OSU had a 1.1 billion dollar oppressing budget for 2016-16. If they can afford to spend over \$500,000 of the on President Ray's salary alone, not to mention millions of other dollars on additional administrative people, football coaches, and certain tenured professors, if OSU can spend over \$150 million on athletics in a 15 year period, if OSU can afford a \$73 million budget for athletics, than OSU can afford significantly better childcare and student parent support. Student parents have the least support and resources of any demographic attending OSU, yet perhaps the highest need as their time, energy, and all personal resources are split between themselves and their children.

I have not applied for the child care subsidy, but hope to next term. I believe financial assistance for student-parents is a very worthy investment, and a very important way to help families succeed. Any additional resources/support for students with children are greatly appreciated! Thank you for doing this survey!

I plan on having children in the next two years, and I am concerned with the availability of affordable and flexible child care in the area. I am hoping that OSU subsidizes child care for its' employees and makes it more widely available.

It's too expensive. My income is just enough to disqualify me from financial assistance for OSU child care, but not enough to pay for it out of pocket. All of my income is disability compensation from the VA and I attend school under the VA vocational rehabilitation program, so it would be nice if there was some consideration for my situation. Apparently it is perfectly fine to make my wife stay home and take care of my child and never get a break while I struggle to make it through gruelingly short and intense quarter system course work. I guess helping parents with child care is seen as gratuitous and immoral. I find the culture around children, child care and families as they relate to work and education appallingly callous and hostile, and often harmful. Makes me want to move to Norway.

When the children were smaller I found it very difficult to find child care near campus or even off campus within a reasonable amount. My children are older now and not as much of an issue; but full

time daycare was a minimum of \$1,000.00 each month for me. The summer program on campus was great must terribly expensive and I didn't qualify for help in paying those costs.

Sometimes I only needed day care for a few hours but the way daycare is set up I was required to pay for full days if I needed it, regardless of the time needed. This was also my first year as a mom and I received child care subsidy assistance. It was extremely helpful, though I received it the week of finals, to pay for this month.

Child Care is a huge problem in Oregon. Going to school, working and trying to take care of the kids is a huge restraint on scheduling. I would love to see assistance from OSU in this area, and think it would be great for them to show that kind of investment in their students.

I feel it is imperative for OSU to support the child care needs of its faculty, staff and students. The fees currently charged for these services are crippling for students and staff with low incomes. Meanwhile, millions of dollars are spent on team sports and new buildings. What is wrong with this picture?

It is preferable that the University communicates with child-care centers to find a discount in nursery fees for the students.

Compensation for parents who have no available seats for their children by assisting them in payment of the domestic nursery costs.

Subsidized availability seems to be the critical need and the more integrated the program through OSU the better. These not only support the children, but also build employee loyalty. Now we scramble and I have it much better than most of the other parents I know.

I don't live in Corvallis, so I don't have any need for childcare there. I would love financial assistance to pay for childcare near my home though, which is in Wasco County, OR

It would be great if you offered financial assistance for the Kidspirit summer camp and non-school day programs. I qualify for assistance through the Boys & Girls Club and received a scholarship for summer camp offered through The Corvallis Environmental Center. My kids asked if they could go to Kidspirit last summer but as a single mom with two children I could not afford it.

OSU could and should do a lot more regarding childcare assistance. It's perhaps the single largest issue in the lives of so many parents, including and perhaps especially women, in managing a professional life, whether as a student or faculty. The nature of academia is such that most people don't have extended family nearby and as such parents are very much without external support. In addition to regular childcare arrangements, emergency care (when children get sick or no-school days) would be incredibly helpful, beyond the preschool years. Otherwise parents can live in a constant state of emergency (no pun intended) over children being healthy so that parents themselves can go to work. OSU prides itself as being recognized for its work-life balance, but I have not seen evidence of OSU doing anything except the bare minimum required by law. Time to step up.

Had I an opportunity to fill out this survey when I started working at OSU eight years ago, all of my answers would have been "very or highly likely" or similar. Eight years later, now only one of our three children needs any after school supervision. Full-time non-subsidized childcare is ridiculously expensive. If OSU could provide more subsidized childcare to more of our faculty and employees, I think it could only be a net good for our institution.

Financial aid will play a big role in determining how we care for our child when we are at work. As young professionals with significant student loans, we are very concerned about cost.

These are all great ideas! It's just that I commute from Eugene, so any on-campus solutions don't work for me. The flexibility of financial support (such as the childcare FSA or other) is the most useful option.

My children are now at the age where we have established their care needs and have a routine, so I appreciate the survey but am not in a place in my life where I would take advantage of any of these options. When my children were small, I would have welcomed many of the suggestions earlier on your list, particularly subsidized child care for the center of my choice. Beaver Beginnings had no slots available when I was looking for child care; further, their developmental model was not what I was looking for in terms of child care but it was the only choice if one wanted to take advantage of a faculty discount. But the point was moot anyway as there were simply no slots. Child care is obviously a huge issue; another is that the zone schedule runs in such a way that single parents cannot teach in the 8 or 4 o'clock zone easily as public school is not open early or late enough to accommodate making an 8 o'clock or 4 PM class. Like many other things here, it becomes up to the individual faculty member to try to reach some sort of accommodation with the chair/director. I know this wasn't the topic of this particular survey, but it's what parents run into once their children age out of child care, and then K - 12 presents its own set of challenges, which the later options on your survey address.

Affordability is key. There are many of us that make just enough money to makes us ineligible for assistance but not enough money to afford the high costs of child care. My family currently struggle on a single income simply because using child care is currently far too expensive.

Comments Regarding KidSpirit

Kidspirit is an awesome program! We are so lucky to have it. It would be really nice to have childcare over winter break and maybe even spring break.

When the children were smaller I found it very difficult to find child care near campus or even off campus within a reasonable amount. My children are older now and not as much of an issue; but full time daycare was a minimum of \$1,000.00 each month for me. The summer program on campus was great must terribly expensive and I didn't qualify for help in paying those costs.

When I needed childcare 10+ years ago, it was so convenient to have the KidSpirit and the preschool available. Though I was not paid enough to use KidSpirit every week during the summer, it was an excellent program, which I recommend to all parents. If KidSpirit could be funded some other way, to lower the cost substantially, it would really help those kids and parents who need the kind of enrichment they provide. The STEM options were also great, but my daughter said they were boring...too much lecture for the age of kids. More hands-on time would have been more fun.

kid spirit is inconvenient because it's hours of operation don't encompass the entire work day and it is expensive.

rely on Kidspirit on campus

I would participate in the Kidspirit more, but they are geared more toward faculty children given the expense.

Kids Spirit ACES program is very helpful. Please make sure it is available every day schools are closed. For example last Wednesday before thanksgiving I had to teach, my kids were home from school, and there was no ACES.

The KidSpirit program is an excellent program. We enjoy it every summer. Thank you!

It would be great if you offered financial assistance for the Kidspirit summer camp and non-school day programs. I qualify for assistance through the Boys & Girls Club and received a scholarship for summer camp offered through The Corvallis Environmental Center. My kids asked if they could go to Kidspirit last summer but as a single mom with two children I could not afford it.

Most of the options are for smaller children. My current needs center around non school days and summers. Kidspirit is one of the few summer options but my children do not like the programs there. We generally end up cobbling together a week here and a week there at various places but mostly we hire a sitter because all the programs are expensive and with three children it is just not within our budget. The other need that was not listed in the options is sick care...when your child cannot attend school or daycare. Staying home to care for a sick child is one of the main reasons I take sick days.

Our biggest issue with our dual-career family is when schools have holidays that we don't. Being able to bring kids to OSU and have a place for them to go while we work would be fantastic. We also LOVE kidspirit, and our daughter loves it, and we will continue to participate in Kidspirit during the summer and other times it is offered.

I love KidSpirit, but the costs are too high for many families.

The current summer services offered through KidSpirit are not feasible given our full day schedule as they do not run until 5:00pm or later and we are not always available during the noon hour to lunch with our child due to work related tasks or functions. Additionally, the cost is prohibitive for my family. There does not appear to be any other child care resources available to OSU employees on campus during the year (after school programming, holiday breaks, etc.).

Costs of day camps are quite high. The programs are fantastic and I appreciate how much they offer but I am concerned about how cost-accessible they are for university employees.

I'm unable to utilize the campus child care options on school closure days because Albany does not have the same academic calendar as Corvallis. I have used the KidsSpirit Summer Program in the past for my oldest child, but the cost has increased to a point that is beyond my budget and is not in alignment with off campus options. It's very unfortunate because my oldest child really enjoyed the program and now my youngest won't have the opportunity to experience it.

So far, OSU has been great at making the schedule flexible according to my children's school schedule. KidSpirit is a good resource but pricey. My children are to the age where they need camps vs. a daycare.

We really appreciate (and use) the KidSpirit programs offered on campus. But with more than one child, cost is a big consideration.

The on campus facilities are expensive and the wait lists are long. Kid Spirit is expensive and the hours don't work with a regular work schedule. 8-5 is a normal work schedule and they only provide care from

9-430 and charge extra to keep your child from the 12-1 hour if they only spend a half day so the first half of the day is not accessible for most people.

Summer programs (at a reasonable rate) are something that the staff at OSU would be highly attended.

I answered never to using OSU resources because my children are too old and only need after school care. Beaver Beginnings is amazing for younger children, but far too crowded and the wait lists are impossibly long. It is affordable and convenient if one is able to secure a spot for their child. Kidspirit summer/non-school days are a good program, but so expensive that I would never consider it a viable option for sending my kids. It also does not seem to be designed with a working parent in mind as it costs even more to send them long enough to cover an 8-5 working schedule. After school care is not something I would be interested in as the Boys and Girls Club provides affordable options either at the school (STARS) or by taking them to the Boys and Girls Club. I would not want the kids to have to bus into OSU and I do not think OSU could compete financially or provide extra above the excellent services provided by the Boys and Girls Club.

We've used the Kid spirit services, but the hours being 8:30 to 4:30 are challenging with an 8-5 work schedule, and the cost is prohibitive. Much more expensive than other community options.

My child starts kindergarten in Fall 2017 and I am worried about what we will do with her after school and during Winter, Spring, and Summer breaks. I am not aware of all the child care options for school age children who have parents that work all year at the 8-5 job. I understand there is summer camp KidSpirit but that is a solution to only a small part of our dilemma!

It's too expensive, especially summer camps. \$12 off for faculty is not enough of a discount to make it reasonable

More affordable and more variety of options. I'm just now out of the childcare (full-time) need this year with a Kindergartener but it'll take me about 5 years minimum to pay off daycare debt, literally given before/after care school options and summer costs as well. I wish I had invested funds into daycare and childcare when my children were born instead of college! Corvallis is very difficult to find daycare within as is double what I paid prior to moving to Oregon. Before school options were free in our prior state as well. For now, as a parent of school age children, having affordable summer options would be a HUGE benefit. I feel a bit sad and sometimes offended that I pay \$400 a week for two kids during the summer (Kidspirit program) for 10 weeks and get a \$12 discount as a faculty each week, it looks to be 3% but seems so little. I would love to see OSU contribute to this program and keep more families together during the summer and give our kids amazing opportunities like this. It is an absolutely amazing program and my kids thrive and are learning more during the summer than they do in the school year making them likely OSU students someday but the costs are more than challenging. There is one other program in Albany open for longer than 8-5 hours (i.e. drive time and pickup time requires pre/post care options...) but that is it for summer programs that are available for those that work. It's so daunting to think of years more of these costs.

I have heard many colleagues comment that KidSpirit is only for tenure-track faculty because it is totally out of reach for everyone else. I would agree. KidSpirit has wonderful offerings but is so expensive that it serves to highlight an incredible divide between what is available at OSU for the children of the elite. Professional faculty and classified staff have to send their kids off-campus to cheaper programs and they often express shame and feelings of being excluded from the OSU community.

Childcare for children during non-elementary school days would be great. KidSpirit is great for athletic kids, but not those more interested in art and music. Thanks for the survey.

Biggest challenge with existing programs is cost, most folks working on campus cannot afford KidSpirit for childcare.

The KidSpirit camps at OSU are great but far too expensive for most of us to use regularly.

Any on-campus (or nearby) programming must be age-appropriate. My child loved KidSpirit when she was very young, but there is very little consistently available for the 10-12 age group. Thank you!

Some of these services are available at Kidspirits. However, they are expensive for me. I wish it were affordable, because i like their services, and it is on campus, and close to my office/classes where i teach.

Comments Regarding OSU Cascades Campus

Resources should be in place for off-campus faculty to assist with childcare.

My husband and I are both on the faculty. Sometimes with our teaching schedule it is hard to coordinate if our son can't go to daycare because of illness. Creative scheduling might help - letting husband do all his teaching fall and winter and me do mine spring and summer or at least ensuring if one teaches MWF the other only teaches TR or one teaches only mornings and the other only evenings. We have some control over this but it seems like we always have to bend to all the other demands...

I love the idea of drop in times so that if I needed to catch up on school I could do that.

I have newborn twins and the prospect of finding childcare is really daunting (and expensive) here in Bend. Any childcare opportunities/help for OSU faculty/staff/students would be amazing!

Single parent/married and one/two income household data should be captured.

Please support this at OSU Cascades too. Thank you!

My concern is my child's security on campus. I don't think any or random students should have access, only registered parents or guardians known to the children or childcare providers.

An on-campus (or near-campus) childcare facility would be wonderful! This is really needed at the OSU Cascades campus, in my opinion. I do not like the idea of my child being cared for in a private home, I have concerns regarding that.

Sometimes I only needed day care for a few hours but the way daycare is set up I was required to pay for full days if I needed it, regardless of the time needed. This was also my first year as a mom and I received child care subsidy assistance. It was extremely helpful, though I received it the week of finals, to pay for this month.

Child Care is a huge problem in Oregon. Going to school, working and trying to take care of the kids is a huge restraint on scheduling. I would love to see assistance from OSU in this area, and think it would be great for them to show that kind of investment in their students.

Child care would be an extreme help.

It would be nice to have a designated drop in child care on campus, my youngest child is 4, but I am unable to take on campus courses until he starts kindergarten next year, due to the limited time when he is in preschool. It would also be very helpful for me to have a convenient affordable place for one or both children if I need to study. My husband works out of town a lot and it can be challenging, especially Thanksgiving week when public school is on break- it is difficult to get anything done!

I am located in Bend and would love to have some childcare options either semi-arranged (reserved spots, prearranged sites) close to our Bend campus or something on campus.

Comments from International Students

Reducing the costs and make them lesser for the married students.

I wish that there was a nursery which is affiliated to the University because I have registered my daughter's name on the waiting list six months ago, and unfortunately, none communicated with me until now.

We do not want to complete the study on our children's account. I do care for my children more than my studies and I found it difficult to secure a nursery, knowing that nurseries price is expensive for my income, but with the grace of Allah, I got a place in a nursery which is considered like a miracle to me because I have passed on that nursery several times.

It is preferable that the University communicates with child-care centers to find a discount in nursery fees for the students.

Compensation for parents who have no available seats for their children by assisting them in payment of the domestic nursery costs.

I would like to know the places and child care services and nurseries available in Corvallis and which are the best, thank you.

I will receive a new child in the coming months, and I want to know what are the child-care services provided by the University and how I can use them for my child.

Quality Child Care out of Reach for Many OSU Employees

From President Ray
 “As an inclusive and supportive community we must increase funding and attention toward child care initiatives, including increasing the affordability of high quality child care. I encourage colleagues, alumni and friends of the university to join us in increasing ongoing support for our OSU families with young children.”



Child Care
\$1,255
 per child per month

From Current Research

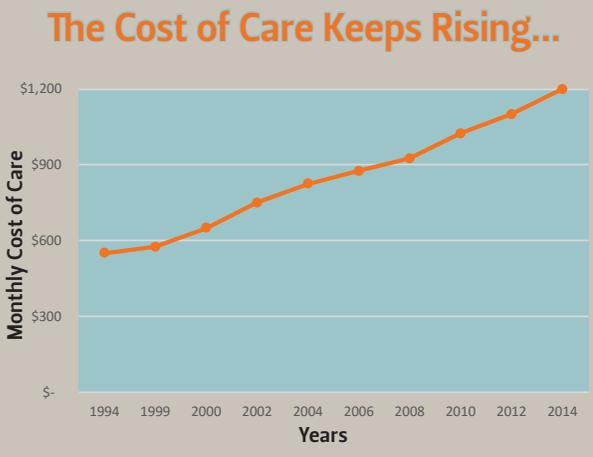
Current research suggests that the quality of the child care is a critical feature associated with the behavioral, social, and academic outcomes of the children attending these programs. Specifically, **children who experience higher quality child care at young ages are more likely to have better educational and social outcomes than children in lower quality child care settings.** (La Paro, Williamson & Hatfield, 2014)



From Friend Raisers Recipient

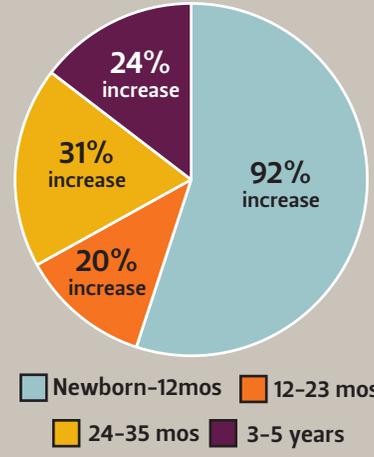


“Receiving this child care subsidy truly helps ease the burden when budgeting each month and reaffirms my choice to continue working at OSU.”
 -Beamer Family



According to the US Department of Human Services' **child care should only account for 10% of a families budget**

2014 v 2016 OSU Child Care Needs Assessment: % Increase in Number of OSU surveyed families



Annual Cost of Child Care exceeds college tuition!

\$15,060

Compared to the **\$10,296** annual OSU Tuition/Fees for Residents



- Endowment founded in 1998 and disbursing funds to OSU employees for nearly 20 years
- Please consider donating today. Our OSU families need your help!

To support this cause or learn more, contact Mike Moran at 503-553-3404 or by email at mike.moran@osufoundation.org



Karen M. La Paro , Amy C. Williamson & Bridget Hatfield (2014) Assessing Quality in Toddler Class-rooms Using the CLASS-Toddler and the ITERS-R, Early Education and Development, 25:6, 875-893, DOI: 0.1080/10409289.2014.883586
 Bridget Hatfield is an Assistant Professor in the College of Public Health at OSU

**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