

Resources Committee | History of Child Care Initiatives on the Reynolda Campus

1987: Provost Ed Wilson appointed a three-person committee led by Director of HR Jim Farrell with Ross Griffith and Mary Sutton; Becky Myers (Dance) and Katy Harriger (Political Science) were also involved. The report of that committee laid out three options. A newly constructed on-site center was listed as the “most favored” option. Other options included a vendor system, where WFU would make arrangements with one or more local childcare facilities to reserve slots, and providing a tax-shelter plan for the payment of day care services.

1995: The Plan for the Class of 2000 was prepared. It stated that “the University should work toward the establishment of a day care center near campus within five years.”

1996: The Commission on the Status of Women was appointed by President Thomas Hearn. A campus-wide survey was conducted on the need for day care at WFU. There were 664 respondents. The Commission recommended that childcare facilities be provided at WFU.

1998: In response to the report from the Commission on the Status of Women, an advisory group was formed by FVP Lou Morrell, which included Suzanne Reynolds, Cecilia Solano, Dana Law, Carol Brown (Gibson), Christy Buchanan and Susan Faust.

In 1999, this advisory group recommended a childcare center on campus, operated by WFU. The proposal was approved by the Cabinet, but tabled by the Trustees due to a lack of funds.

2000: A committee chaired by Associate Provost Sam Gladding hired a consultant, Linda LaRue, to examine daycare options. These options included the possibility of contracting with Bright Horizons, a provider of employer-sponsored health care, or with a local non-profit, the Northwest Child Care Center. The committee submitted a proposal to the Capital Planning Committee, which recommended building a childcare center for 174 children at the Meadows in Reynolda Gardens. The plan was approved without funding and was put on hold until funding could be obtained.

2000: Administration proposed to fund either a parking lot or childcare and put the issue before the faculty to choose. The faculty refused to choose. The Board of Trustees deferred both projects.

2004: Discussion of a collaborative venture with the Special Children's School.

2005: The Women's Forum designed a survey to gauge interest in day care on the Reynolda campus. Members of the Women's Forum met several times with President Nathan Hatch, who said that daycare was one of his “priorities.”

2006-2007: VP Nancy Suttentfield appointed Buz Moser to work with Anne Boyle (English) and Smart Start, a local non-profit organization that specializes in early childhood education and development, to investigate day care options. Anne was on the Board of Smart Start. Surveys were distributed. Four Day Care Forums were held to gauge interest in day care on the Reynolda Campus. In his report, Mr. Moser recommends that we continue to work with Smart Start.

2008: President Hatch was compelled by 24 competitive schools with childcare. Provost Jill Tiefenthaler supported childcare and placed it before the Board of Trustees. Discussion with

Special Children's School. Discussions with Smart Start on reserving slots at local four and five-star day care facilities. Economic collapse stopped discussions.

2008: Child Care committee, which had been an ad hoc Senate committee, was folded into Fringe Benefits committee under Anne Boyle

2010: Discussion of a Salem Montessori School to be built at Reynolda Village

2011: Bright Horizons & Hildebrandt each sent an "Updated Financial Analysis [February 2011]"

2012-13 and again 2013-14: Hildebrandt sent Learning Centers Budgets

2017: Conversation with José Villalba and Kami Chavis about the continued interest in child care from faculty, staff, and even graduate students

July 2018: First meeting of the Child Care Advisory Committee led by Carmen Carnales

- Purpose: "The Child Advisory Committee (CCAC) will convene faculty and staff who are interested in understanding and addressing the University community's specific child care concerns. The CCAC will evaluate options to enhance access to child care, culminating in a summary of actionable findings."
- Charge:
 - "Research existing options for childcare and the impact of limited child care option on WFU faculty/staff
 - Explore models at cross-admits/peer institutions
 - Explore options for WFU to lead in expanding options for childcare locally
 - Propose solutions for improved communication about childcare opportunities"
- Membership: "Chaired by the Chief Human Resources Officer, the CCAC will represent schools and departments across campus. The CCAC will convene throughout Fiscal Year 2019, with subcommittees meeting more frequently to advance the research into key facets of the Child Care topic."
- This committee established two subcommittees
 - Research and Exploration: Adam Carlson, Simone Caron, Melissa Jenkins, Christy Lennon, Kelly McConnico, Paige Meltzer, Donne Sides, and Shelley Sizemore
 - Communication and Outreach: Elizabeth Dam-Regier, Rebecca May, Eric Proctor, Malika Roman Isler, Erica Still, Anthony Tang, Buffi Vestal, and Josh Ziesel.

March 2019: Findings were reported to Hof Milam

- Local childcare facilities are closing and thus the need for childcare is urgent
- Peers with infant to pre-kindergarten programs include:
 - Duke, Emory, Rice, UNC Chapel Hill, Vanderbilt, William & Mary
- Peers with childcare referral programs only
 - Northwestern, University of Richmond, Washington & Lee
- Benefits to College Students:
 - Education Department: External Reviewers supported the idea of daycare on or near campus so Early Education students could benefit
 - Psychology and its Early Childhood programs would also benefit
- Benefits to University:
 - Hiring and retention of faculty and staff
- Bright Horizons interested
 - Would provide transportation

- Willing to assume legal liability
- Imprints Care:
 - Willing to establish an on-campus after school care program

May 1, 2019: Hof Milam mentioned the CCAC's work in a financial update

- Hof stated the CCAC had done a great job, and he made a verbal commitment to explore third party options.

Fall 2019: Child Care Study conducted by WFU and WFD Consulting

- This included an online survey; nine faculty and staff focus group meetings; eleven stakeholder meetings; and community assessment of childcare resources in WS
- Overall response rate was 46%: 1,438 of 3,130 surveys
- Child composition of faculty and staff:
 - 10% between 0-12 months
 - 14% between 13-35 months
 - 16% between 3-4 years old
 - 10% were five years olds
 - 25% between 6-9 years old
 - 25% between 10-14 years old
- Childcare arrangements of all children between 0-14 years old:
 - 27% used childcare center
 - 18% used before and after school care
 - 14% had "share care"
 - 10% had spouse or partner caring
 - 8% had a relative
 - 8% had a child alone or with a sibling
 - 7% had in-home care
 - 6% had "other" arrangements
 - 2% had family child care
- Attitudes toward childcare at WFU
 - 92% of respondents said childcare would help attract and retain faculty and staff
 - 81% of respondents said childcare would make them "feel more positive" about WFU

2020: Covid Pandemic hit

- In a Senate sponsored forum, Hof Milam agreed publicly that childcare would be "paused" but not defeated

2021: Child Care resurrected in the Senate, placed under the Resources Committee

- December: Simone Caron (HST) and Shelly Sizemore met with DeDe Johnston and Tina Bice, the new HR Project Manager whose responsibilities include pursuing childcare options for faculty and staff.
 - Following this meeting, the Resources Committee reached out to Mark Petersen to see if childcare was on the Advancement fund raising agenda. Petersen responded that Advancement had "not been given this a project" and had "not been involved in conversations about our plans for such a facility."

2022: Senate Resources Committee

- January: contacted Provost Rogan Kersh and VP Emily Neese about placing childcare on Advancement's agenda.
 - Neese responded that "the due diligence process needs to be completed before any next steps can be made." HR, under Dedee Johnston and Tina Bice, is

“working on the due diligence” to accumulate the data necessary “to support a recommendation to the Board of Trustees to use University resources for such a project.”