

Date: September 7, 2022

To: Cathy A. Sandeen, President

From: Cristian Gaedicke, Professor, Engineering, Co-Chair  
Faaalu Lealaimatafao, Director, Budget and Operations, Student Affairs, Co-Chair

*Childcare Task Force Members:*

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CC: Derek Aitken, Chief of Staff

Re: Childcare Advisory Task Force Recommendations

President Cathy Sandeen appointed the Childcare Feasibility Task Force in December of 2021 to explore various means for supporting the childcare needs of Cal State East Bay students, faculty and staff. The Task Force was asked to look at a variety of childcare support options including but not limited to establishing an on-site center, providing financial subsidies for students and employees, partnering with community childcare providers, other large employers in Hayward, or the Hayward Promise Neighborhood (HPN) Initiative.

**STUDENT AND STAFF/FACULTY ASSESSMENT**

The Task Force collaborated with the Masters in Business Administration (MBA) for Global Innovators to conduct a needs analysis. Under the guidance of Dr. Yi He, Chair of the Marketing Department, and the Task Force, MBA students developed two surveys, one for students and another for faculty and staff. Both surveys were designed to gauge campus interest in childcare needs, their challenges to accessing childcare and areas where students, faculty and staff may require childcare support.

**Student Survey**

The results from the student survey are shown in Figure 1. We received 702 responses indicating that 22% of students have childcare needs now or in the near future and that 40% perceived our university as a family-friendly campus. Among ways of making our campus more family friendly, students identified financial support as their first priority, followed by community resources and workshops (e.g., local resources, local deals) and family-oriented events or kids' programs (e.g., family field day, sports programs).

When asked about supporting childcare through a mandatory student fee, 54% of respondents agreed. 65% of respondents would be open to exchanging one of the current campus services for childcare. The vast majority (84%) of students needing childcare would use support provided by the university if this option were available. Among childcare services that could be provided, students preferred on-campus childcare, followed by a childcare subsidy, then commercial childcare and, finally, in-home childcare. In order to offset the cost, students preferred to volunteer at a childcare center or increase their course load instead of paying near market price.

The survey asked how much one can afford for childcare services per month and the results show that only 29% of students would be able to pay more than \$300 for childcare per month. In fact, the major constraint that students face (67%) in seeking childcare is cost. Currently, 41% of parents or caregivers receive assistance from the relatives, and 25% opt for licensed childcare. When paying for services, 55% of respondents pay out of pocket, and only 11% receive some kind of government support. In terms of childcare needs, 42% would like to use the services for 5 days and 12% for 4 days. The percentage of parents and/or caregivers who would need to use childcare services for the full day, morning only, or afternoon only was 55%, 18%, and 21%, respectively.

The majority (51%) of respondents have an annual household below \$49,999. Among students completing the survey, 73% were female, 21% were male, and 3% were non-binary/third gender. The ethnicity of the respondents was 21% Asian, 9% Black or African American, 29% Hispanic or Latino, and 23% White. Of 702 respondents, 81% were full-time students, 19% were part-time students, 78% were undergraduate students, and 22% were graduate students.

### **Staff and Faculty Survey**

The results from the staff and faculty survey are summarized in Figure 2. We received 632 responses (63% staff and 37% faculty), and 33% agreed to the perception of “CSUEB as a family-friendly campus.” When asked about ways to promote a family-friendly culture on campus, respondents preferred a combination of different policies (66%) such as telecommuting (15%), leave programs (7%), alternative work schedule (7%), and campus-sponsored kids’ programs (4%).

The survey indicates that 39% of respondents had a current need for childcare services. Among respondents receiving some type of childcare support, 43% were using a licensed childcare provider, and 37% were being helped by relatives. Regarding the cost of childcare paid by respondents per month, 55% were not needing childcare services or paying less than \$300, and 31% were paying over \$900. When asked about the number of children requiring childcare, 61% of households with children needed services for one child, and 34% needed services for 2.

Most respondents (82%) identified a need for a childcare facility located at the university, and 55% would be willing to use childcare services offered on campus. The most important feature for childcare services was identified as the quality of care provided. Most respondents (64%) indicated that they needed childcare on weekdays from 6am to 6pm, with 85% needing this facility for at least 3 days a week. By contrast, 64% of respondents did not need access to a childcare facility on weekends.

The majority of the respondents (82%) lived within 30 miles of the campus, and 53% worked full time (40 hours). In terms of annual household income, 38% were below \$80,000, and 36% were above \$120,000. 66% of respondents were female, 26% male, and 2% non-binary, and 66% were either married or in a registered partnership. 21% were 18-35 years old, and 79% were older than 35 years.

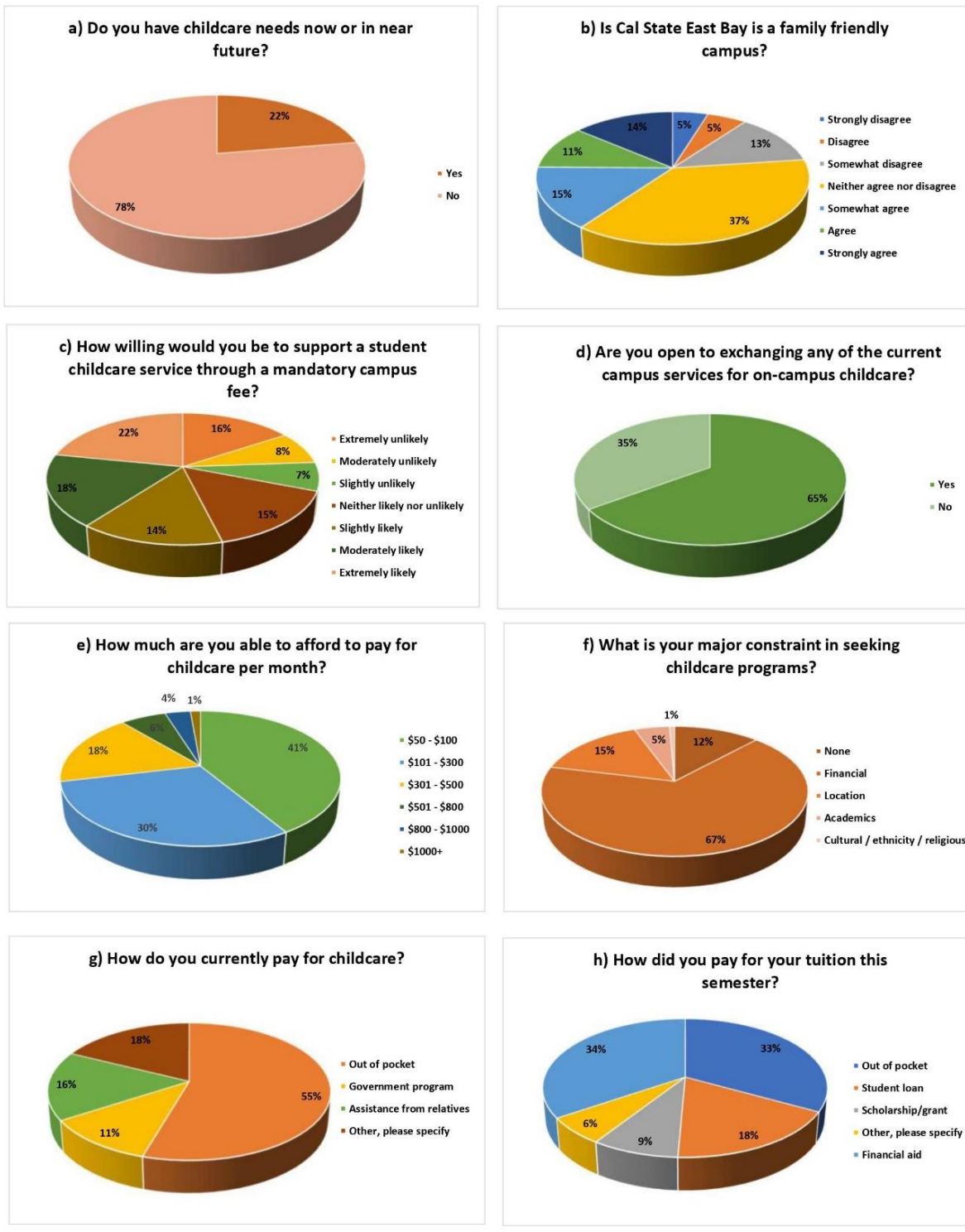


Figure 1. Student Survey Analysis

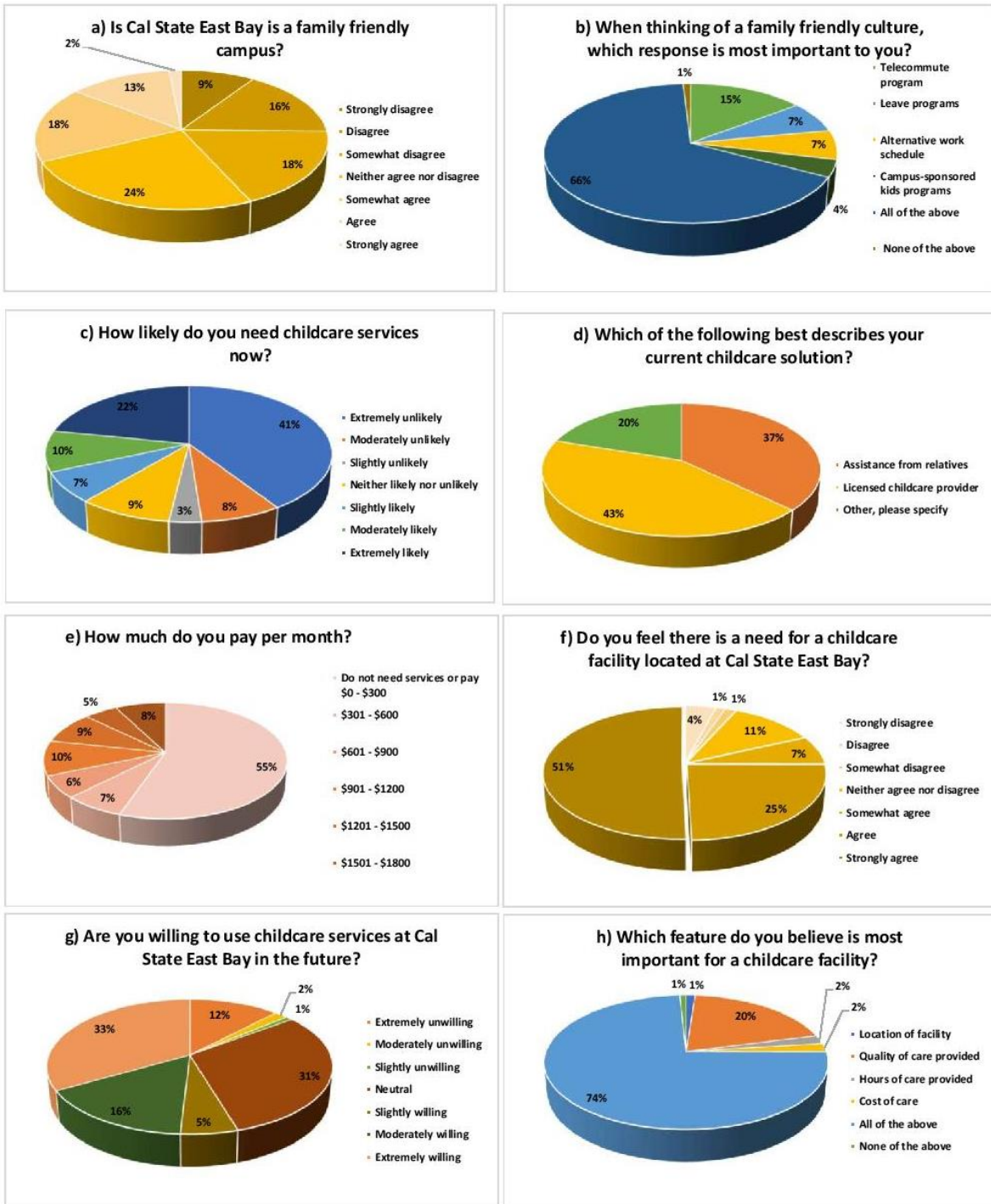


Figure 2. Staff/Faculty Survey Analysis

## What are other CSUs doing?

To inform our review of childcare support options, we explored childcare options at other California State University campuses. Of the 23 campuses, only three do not have a child care facility on campus or within the vicinity of campus; Channel Islands, Maritime and East Bay.

CSU campuses prioritize access to childcare services for their students with many, such as San Jose State University (SJSU), giving first priority to low-income students. While all childcare facilities also serve faculty and staff, 17 are open to alumni and/or members of their community. CSU child care facilities serve primarily infants and toddlers up to five years old. All childcare services are open on weekdays during hours that range from 7:00 a.m. to 6:00 p.m.

Where we see greater variation is in operations and management. Some childcare facilities are operated by ASI, some by the campus and others, such as CSU San Marcos is located on campus but operated by an outside commercial service such as KinderCare.

San Jose State University's childcare facility is located across the street from campus and is operated by ASI. They provide childcare to students, faculty, staff, alumni and the local community, although priority is given to students. Students who are eligible for subsidized care may receive tuition assistance for two years. Jane Zamora, Director of the SJSU Childcare Development Center, says subsidized care removes the added stress of childcare fees and helps students to focus on classes and work. The CDC also provides employment opportunities for SJSU students to be teachers' aids. Attachment 1 lists CSU childcare facilities and links to additional information for each campus.

## Task Force Recommendations

The Task Force recommendations are primarily informed by the needs assessment surveys and research of childcare options at other CSUs. It is clear that there is a need for increased childcare support on the Cal State East Bay Campus. For students who are parents, childcare is critical to their academic success and timeliness of degree completion. Approximately 78% of students with children indicated a willingness to increase their course load if childcare options were available. For staff and faculty parents, the absence of childcare contributes towards their perception of a Cal State East Bay culture that is not family friendly and impacts employee morale.

Our recommendations are two-fold, the first is a long-term solution that encapsulates the preferences of students, staff and faculty for an on-campus childcare facility. As previously stated, Cal State East Bay is one of three CSU campuses that does not have a childcare facility on or near campus. We recommend that the university explore the possibility of re-establishing a childcare center on or near campus.

We recognize that the previous Childcare Center was closed in 2011 due to financial constraints, limited space is available to host a childcare center on campus and addressing these obstacles may take some time. The second of our recommendations are childcare support options that are not as cost prohibitive but would contribute towards creating a more child/family friendly campus culture:

**Financial Subsidies for Students, Faculty and Staff:** One option is to provide students, faculty and staff with stipends to use towards the cost of off campus childcare. The University of Arizona's Childcare Choice is a possible model for consideration. UofA's program offers students and full-time employees \$2,000 per fiscal year for childcare assistance. The funding is required to go towards a childcare facility that is regulated by state or local authorities.

Students with demonstrated need who are currently enrolled are eligible for the UofA stipend regardless of whether they are full time or part time. However, the stipend is considered aid, so there is a potential impact on a student's financial aid.

UofA employees are reimbursed up to \$2,000 for childcare expenses that have already occurred. A potential obstacle to this option is that the childcare reimbursement is considered a benefit and it is unclear if Cal State East Bay may offer this benefit or if it must be implemented at the CSU systemwide level.

The Task Force researched different strategies that could contribute to child/family friendly culture in a workplace environment. Based on our research across similar higher education institutions and the private sector, we found the following themes to be further explored:

- Alternative Work or Flex-Time: For employees with family obligations, control of their time may be the most valuable benefit an employer can give. Flex-time (a flexible work schedule) or alternative work schedule allows people to choose when they work, as long as they put in their hours every week. Examples of a flex schedule include a 9/80 work schedule, telecommuting schedule, Friday office closures or remote options, designated short days, etc. Some flex schedules allowed for additional leave beyond standard sick or maternity/paternity, and additionally offered flexibility around K-12 school closures day.
- Community Programs: Community programs, as hosted by the institution, can be seen as both physical resources and self-guided resources. Examples of this could be local deals/discounts with city attractions, family-friendly events or excursions hosted by the campus, family support affinity groups, educational workshops, and employee benefits or student resources such as access to family coaching or children behavior therapists. Self-guided resources can be in the format of email campaigns and online resources such as newsletters. To date, the more well-known family friendly programs hosted by the campus are the annual Bay Area Science Festival, summer Kids Athletics program, ASI vouchers for movies or Oakland A's games.
- On-Campus Facilities: On-campus facilities are physical structures available at the institution that help to ease barriers for employees and students with children. Examples of this are dedicated study or work areas that are children safe, encouraged for family, and provide additional resources to kids such as library reading nook and activities. These structures can ease the burden of students or employees who need to balance family/work/life/student obligations, but the guardians are still responsible for the well-being of the child (as opposed to full-centers). Additional facilities set-up would be lactation rooms, infant changing areas, step stools for children for hand-washing, etc.
- Financial Incentives: Financial incentives range from a variety of options including pre-tax funds or vouchers that can be applied for long-term childcare, emergency funding for childcare, or funds/discounts that can be applied to child related materials. Some entities have emergency funding that can be applied to up to 30 hours of childcare at pre-approve locations, such as after school programs or city programs designated for drop-ins. Discounts or vouchers for children related materials have been offered to essential items such as car seats, diapers, and formula, and also offered for support of educational materials such as books, mobile apps, and toys.

**Attachment 1: CSU Childcare Facilities**

Campus	Have Child Care?	Operating Days	Operating Hours	Age of Children Served	Provide services to children of:	Website	Notes
Bakersfield	Yes	Monday - Friday	7:00am - 6:00pm	6 week - 5 years	Faculty+Staff+ Others	<a href="https://www.csub.edu/childrenscenter/">https://www.csub.edu/childrenscenter/</a>	Not currently open/being renovated, when it re-opens it will be contracted out to Cal Ivy Prep/leasing bldg
Channel island	No						
Chico	Yes	Monday - Friday	7:30am - 5:00pm	2 months - 5 year	Students+Faculty+Staff+ Others	<a href="https://as.csuchico.edu/cdl">https://as.csuchico.edu/cdl</a>	First priority to low income students
Dominguez Hills	Yes	Monday - Friday	7:30am - 5:30pm	18 months - 3 years	Students+Faculty+Staff+ Others	<a href="https://www.csudhfoundation.com/infant-toddler-center/">https://www.csudhfoundation.com/infant-toddler-center/</a>	
East Bay	No						
Fullerton	Yes	Monday - Friday	7:45am - 5:45pm	3 months - 5years	Students+Faculty+Staff+ Others	<a href="https://asi.fullerton.edu/childrens-center">https://asi.fullerton.edu/childrens-center</a>	First priority to students/after school program for kindergarten
Long Beach	Yes	Monday - Friday	7:30am - 5:30pm	18 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.csulb.edu/college-of-health-human-services/child-and-family-center">https://www.csulb.edu/college-of-health-human-services/child-and-family-center</a> <a href="https://www.asicsulb.org/corporate/discover/child-development-center">https://www.asicsulb.org/corporate/discover/child-development-center</a>	Two separate facilities, one for staff/faculty, one under ASI for students
Monterey Bay	Yes	Monday - Friday	7:00am - 5:30pm	1 years - 5 years	Students+Faculty+Staff+ Others	<a href="https://csumb.edu/studentlife/child-care-center/">https://csumb.edu/studentlife/child-care-center/</a>	
Northridge	Yes	Monday - Friday	7:30am - 5:30pm	18 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.csun.edu/as/childrens-center">https://www.csun.edu/as/childrens-center</a>	
San Bernardino	Yes	Monday - Friday	7:00am - 6:00pm	3 years - 6 years	Students+Faculty+Staff+ Others	<a href="https://www.csusb.edu/childrens-center">https://www.csusb.edu/childrens-center</a>	First priority to low income
San Marcos	Yes	Monday - Friday	7:00am - 6:00pm	6 weeks - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.csusm.edu/ccf/">https://www.csusm.edu/ccf/</a>	KinderCare center on Campus
Maritime	No						
Humbolt	Yes	Monday - Friday	7:30am - 5:30pm	3 months - 5 years	Students+Faculty+Staff	<a href="https://childrencenter.humboldt.edu/">https://childrencenter.humboldt.edu/</a>	
Pomona	Yes	Monday - Friday	8:30am - 4:30pm	2 years - 5years	Students+Faculty+Staff+ Others	<a href="https://asi.cpp.edu/childrens-center/">https://asi.cpp.edu/childrens-center/</a>	First priority to students, then staff/faculty, then others
San Luis Obispo	Yes	Monday - Friday	7:30am - 5:30pm	4 months - 10 years	Students+Faculty+Staff+ Others	<a href="https://www.asi.calpoly.edu/childrens-center/">https://www.asi.calpoly.edu/childrens-center/</a>	First priority to students, then staff/faculty/Alumni, then others
LA	Yes	Monday - Friday	7:30am - 5:30pm	6 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.calstatela.edu/abacc">https://www.calstatela.edu/abacc</a>	
Fresno	Yes	Monday - Friday	7:00am - 6:00pm	3 months - 12 years	Students+Faculty+Staff+ Others	<a href="https://kremen.fresnostate.edu/centers-projects/huggins/index.html">https://kremen.fresnostate.edu/centers-projects/huggins/index.html</a>	
Sacramento	Yes	Monday - Friday	7:30am - 6:00pm	6 months - 5 years	Students+Faculty+Staff	<a href="https://asi.csus.edu/asi-childrens-center">https://asi.csus.edu/asi-childrens-center</a>	
San Diego	Yes	Monday - Friday	7:45am - 4:45pm	6 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://childcare.sdsu.edu/">https://childcare.sdsu.edu/</a>	
San Jose	Yes	Monday - Friday	7:45am - 5:00pm	4 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.sisu.edu/as/departments/child-development-center/index.php">https://www.sisu.edu/as/departments/child-development-center/index.php</a>	
Sonoma	Yes	Monday - Friday	7:30am - 5:30pm	1 years - 5 yeras	Students+Faculty+Staff	<a href="https://childrens-school.sonoma.edu/">https://childrens-school.sonoma.edu/</a>	
Stanislaus	Yes	Monday - Friday	7:45am - 4:00pm	2 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://www.csustan.edu/child-development-center">https://www.csustan.edu/child-development-center</a>	
San Francisco	Yes	Monday - Friday	7:30am - 5:00pm	4 months - 5 years	Students+Faculty+Staff+ Others	<a href="https://asi.sfsu.edu/early-childhood-education-center/">https://asi.sfsu.edu/early-childhood-education-center/</a>	first priority to students, then low income, them all