

Date: September 7, 2022
To: Cathy A. Sandeen, President
From: Cristian Gaedicke, Professor, Engineering, Co-Chair

My-Lan Huynh, Associate Director, Housing and Residential Life
Zaira Perez, Student, ASI Vice President of Communications
Kelli Tharpe, Lecturer, Teacher Education
Avelin Vega, Student
Faculty research support: Yi He, Department Chair, Marketing
Staff Support: Rozila Lal, Budget Analyst, Student Affairs

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



Figure 1. Student Survey Analysis

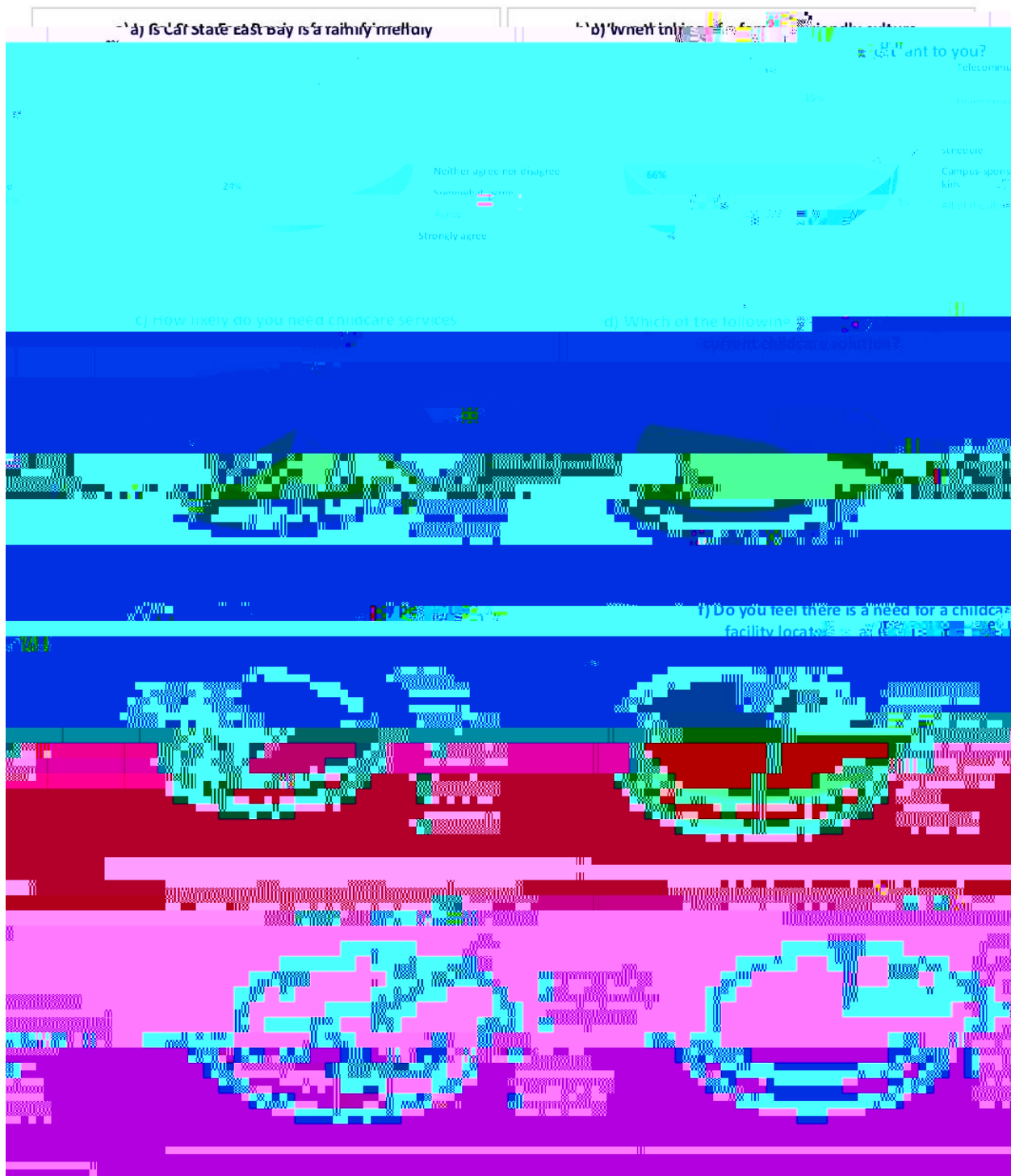


Figure 2. Staff/Faculty Survey Analysis

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

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.

Bakersfield	Yes	Monday - Friday	7:00am - 6:00pm	6 week - 5 years	Faculty+Staff+ Others	https://www.csub.edu/childrenscenter/	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	https://as.csuchico.edu/cd/	First priority to low income students
Dominguez Hills	Yes	Monday - Friday	7:30am - 5:30pm	18 months - 3 years	Students+Faculty+Staff+ Others	https://www.csudhfoundation.com/infant-toddler-center/	
East Bay	No						
Fullerton	Yes	Monday - Friday	7:45am - 5:45pm	3 months - 5years	Students+Faculty+Staff+ Others	https://asi.fullerton.edu/childrens-center	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	https://www.csulb.edu/college-of-health-human-services/child-and-family-center	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	https://www.asicsulb.org/corporate/discover/child-development-center	