1994

Childcare, Ad hoc Committee on 1990-1994

Bowling Green State University. Administrative Staff Council

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Notes

1. Colored Paper
2. Colored Ink
3. Photocopies
4. Highlighter
5. Post-It Notes
MEMORANDUM

TO: Hal Lundy
Chair, Faculty Senate

FROM: Gregg DeCrane
Assistant Vice President for Student Affairs
University Student Activities

DATE: August 22, 1990

RE: Child Care

Enclosed please find a copy of the report of the Ad Hoc Child Care Committee of the Administrative Staff Council. A copy of this report was forwarded to Sally Kilmer, who worked closely with the committee. ASC feels that the child care needs of all University employees is important and are looking forward to the day that services are available.

Please advise me as to what the plans are for the implementation phase of the Child Care Proposal. ASC stands ready to serve on an implementation committee and to assist in whatever ways are appropriate.

GD/bal
pc: [ASC Exec. Committee]
The Ad Hoc Child Care Committee of the Administrative Staff Council was charged in March 1990 with examining the report of the University Child Care Feasibility Committee and making recommendations based on the needs of administrative staff.

We met with Sally Kilmer, Department of Applied Human Ecology, to review the larger committee's report of December 1989. She answered our questions and reiterated her feeling that a committee should be formed to implement child care facilities and policies for BGSU faculty/staff/students. Toward that end, the ASC ad hoc committee forwards this report.

Survey results
A tally was made of the 58 administrative staff responses to the March 1989 needs survey conducted by the University-wide committee. The results are detailed in the attached appendix. Generalizing from these numbers, some points can be made:

--Of the 78 children needing care, 65 (83%) were between the ages of 0-7
--Times needed were 7 a.m. to 5 p.m.
--89% needed academic year care
--50% needed vacation period care
--38% needed summer care
--54% need 45+ hours per week
--another 41% need 20-44 hours

The importance of various aspects of care were rated, with these results:
The cleanliness and safety was rated most important followed by (in descending order) training of the caregivers, number of caregivers per child and available hours. Other factors (cost, proximity to work and home, educational and recreational activities and food quality) were rarely rated first, second or third most important.

Although a variety of rates for service was cited, nearly everyone pays $50-$75 per child per week for full-time care.

Currently, care is provided most often by private home "sitters," with neighbors and child care centers a close second and third.

Findings
Let us note first that the in Appendix E of the larger committee's report, some headings and numbers were mistyped, possibly leading to some confusion by future users of the data. Sally Kilmer confirmed these errors and supplied us with the correct figures. This made the evaluations of this appendix more understandable.

Although training of the caregiver was often cited as a very important factor, this committee felt that "training" could be variously construed to mean academic preparedness as well as experiential qualification.

Some discussion centered on our feelings, as parents, about the student/teacher ratio for infants. Even the "compromise" ratio of one caregiver for every four children under three years of age was a less than desirable scenario. The elimination of infant care would cut labor costs considerably. Determination should be made of the willingness of parents to place an infant in a group-care situation.
Recommendations
This committee generally supported the recommendations of the larger University-wide committee and urges the formation of an implementation committee to consider:

- establishment of a child care center as soon as practicable;
- formulation of policies vis a vis child care, flex time and parenting;
- examining costs and funding to provide the best care possible at a cost not exceeding that currently paid by the majority of parents.

Specifically, this committee recommends:
- location of the center on University-owned property;
- hours of operation of 7 a.m. to 6 p.m., weekdays;
- a governing board to include parents of enrolled children;
- a student/teacher ratio equal to or better than that of the compromise staffing situation of Appendix E of the University-wide committee's report;
- implementation committee composition of equal numbers of administrative staff, classified staff, faculty and students;
- enrollment on a first-applied, first served basis.
MEMORANDUM

TO: Wayne Berman  
   President, GSS
   Greg DeCrane  
   Chair, Administrative Staff Council
   Kevin Coughlin  
   President, USG
   Kathy Eninger  
   Chair, Classified Staff Council

FROM: Harold I. Lunde  
       Chair, Faculty Senate

DATE: December 10, 1990

RE: Ad Hoc University Advisory Committee on Child Care

The Committee on Committees and the Senate Executive Committee have approved the establishment of an Ad Hoc University Advisory Committee on Child Care.

A copy of the Committee membership, charge, and instruction for recommendations is enclosed.

Please designate a person from your constituent group to serve as your representative on the Child Care Committee.

Please send me your representative's name, address, and telephone number as soon as possible.

Thank you.

Enclosure
Ad Hoc University Advisory Committee on Child Care

Membership

Vice President for Operations (or designee)
Vice President for Planning and Budgeting (or designee)
Vice President for University Relations (or designee)
Executive Assistant to the President
Faculty Member from College of Education & Allied Professions
Faculty Member Designated by the Faculty Welfare Committee
Two other Faculty Members
Administrative Staff Representative
Classified Staff Representative
Graduate Student Representative
Undergraduate Student Representative
Mayor of Bowling Green (or designee)
BG Chamber of Commerce Representative

Committee Charge

Function as an advisory committee of the Faculty Senate for the planning and implementation of a child care program at Bowling Green State University which is consistent with the spirit of excellence in education, research and service, and includes the following:

1. Promote the development of a complete program which meets the Child Care Center Accreditation Standards of the National Association for the Education of Young Children.

2. Review and recommend the location and design of the necessary physical facility.

3. Recommend the organizational structure of the child care program including a "board of overseers", job descriptions for the staff, and designation of administrative responsibilities within the central administration.

4. Review detailed financial plans, including cost analyses, user fee schedules, and other potential sources of funding with the goal of being a self-supporting auxiliary enterprise.

5. Maintain liaison with the Bowling Green Chamber of Commerce and the Wood County Early Intervention Program to develop mutually beneficial programs.

6. Maintain liaison with the Faculty Welfare Committee.
7. Address any other issues connected with the effective implementation of
the child care program at BGSU, such as the establishment of linkages
with BGSU academic departments to develop education and research
opportunities, participation in the recruitment and selection of the
administrator of the program, and exploring the feasibility of a child care
facility on the Firelands campus in addition to the main campus.

Committee Recommendations

The recommendations of the Advisory Committee on Child Care will be submitted
to the Faculty Senate and the President as soon as possible, but no later than

Approved by the Senate Executive Committee on 10/9/90
MEMORANDUM

TO: Hal Lunde  
   Chair, Faculty Senate

FROM: Gregg DeCrane  
   Chair, Administrative Staff Council

DATE: December 20, 1990

RE: Ad Hoc University Advisory Committee on Child Care

The Administrative Staff Council's representative to the Ad Hoc University Advisory Committee on Child Care is Deb McLaughlin, Associate Director of Publications, Public Relations. She can be reached at 372-2616.

GD/bal
pc: Deb McLaughlin  
   ASC Executive Committee
10/8/91

MEMORANDUM

TO: Gaylyn Finn
FROM: Josh Kaplan
RE: Child Care Feasibility Committee

The Executive Committee of Administrative Staff Council has asked me to write to you. One of ASC's goals for this year is to establish child care as a high institutional priority, and we wanted to be sure you were aware of our interest. We also wanted you to verify, if possible, our impression that your committee is intending to produce a report by the end of the current semester.

Good luck in your work with the committee, and thank you for your attention to this memorandum.
Can the University provide feasible child care?  
Two new committees are told to find the answer

The question of whether a University child care facility is feasible will be closely examined by two newly-formed committees. While the issue has been a frequent topic in constituent groups, Faculty Senate Chair Harold Lunde said the new investigation will take a closer look at facts and figures to determine whether the University actually can afford child care.

The Ad Hoc Child Care Committee was jointly established by President Olscamp and Faculty Senate, and will study several proposals on how child care can be provided to University employees and students, as well as community members. The University Advisory Committee on Child Care was formed by the Faculty Senate to serve as a sounding or advisory board by the other group, and to advise on the implementation of a plan if one is approved.

“Any decision has been made yet to go ahead yet with a child care center on campus,” Dr. Lester Barber, executive assistant to the president, said. “The president is positive about the idea, but won’t make any final decisions until a feasibility study is conducted.” (The committees) may find that it isn’t feasible to have one here. One potential negative factor is the worsening state financial picture.

In February 1989 Faculty Senate appointed an Ad Hoc Child Care Feasibility Committee chaired by Dr. Sally Kilmer, applied human ecology. The committee conducted a survey to determine the need for child care on campus, examined facilities at other institutions, prepared a cost analysis, and recommended some options the University could investigate further.

“Th group looked at the issue mainly from a user’s point of view and determined there definitely were enough people on campus and in Bowling Green who would benefit in such a facility for their children,” Barber said. “They also developed an ideal configuration for such a facility. The new study will look at how feasible this would be and at other possible options.”

The Ad Hoc Child Care Planning Committee is being chaired by Gaylyn Finn, university treasurer, and its membership includes Kilmer, Robert McGeen, capital planning, Dr. Philip Mason, vice president for University relations, and George Howick, management. Among the committee’s charges are: to define a complete program which would meet child care center accreditation standards of the National Association for the Education of Young Children; propose the location and design of the necessary physical facility; survey the private development market and talk directly with developers who might be interested; check the Faculty Senate and Chamber of Commerce list of potential users for accuracy; study other day care facilities to help estimate user fees; and prepare detailed financial plans, including cost analyses, user fee schedules and other potential sources of funding with the goal of creating a self-supporting auxiliary enterprise.

The advisory committee consists of Barber, Robert Martin, vice president for operations, Dr. J. Christopher Dalton, vice president for planning and budgeting, Mason, Ed Miller, mayor of the City of Bowling Green, and representatives from the College of Education and Allied Professions, the Faculty Welfare Committee, the administrative and classified staff, and the student body. Lunde said it is expected that this committee will offer advice and creative suggestions to the ad hoc committee.

One issue concerns the location of a center, since currently there is no building on campus available for use for a day care facility. But the big question mark is funding. Lunde said several options have been discussed, including making a request to the state to provide funds for the center through the capital budget. The University would not be able to make such a request until the next biennium, which could stall any plans for two to three years. Nevertheless, a day care facility will be placed high on the next capital budget request list unless another viable alternative surfaces sooner, Barber said.

Another option would be for the University to provide land to a private developer who would build the facility and run a program, or to lease it to a private day care management.

“I’m fully convinced that we will someday have a child care facility, but we have to be patient,” Lunde said. “There are a lot of processes to go through and many details to work out.”

“I see the child care industry is growing and becoming an important issue in the 90’s. I’d like to see Bowling Green State University be at the forefront of providing this care for children of employables and possibly the community. At the

Continued on page 3
MEMORANDUM

TO: Ann Bowers
Chair
Administrative Staff Council

FROM: Jason T. Jackson
President
Undergraduate Student Government

DATE: December 2, 1992

RE: Approval of an Undergraduate Student Government General Assembly Senate Bill concerning a campus Child Care Center

On November 16, 1992, the General Assembly of the Undergraduate Student Government passed Senate Bill 9293-10. This bill calls for the development of an on-campus child care facility. I am forwarding this bill to you on request of the legislation, so that you can consider this issue. You will be contacted in the near future by myself and/or the sponsoring senator(s) for a meeting to discuss the issue of students' need for child care. Thank you for your cooperation and I am looking forward to working with you for the betterment of the undergraduate students of BGSU.

JTJ/ls
enclosure
pc: Paul J. Olscamp, President, BGSU
Bob Martin, VP, Operations
Board of Trustees
Sue Witschi, Director, Off-Campus Student Center
Sally Kilmer, Director, Early Childcare Ed. Program
GSS
Faculty Senate
Administrative Staff Council
Classified Staff Council
SENATE BILL 9293-10

WHEREAS, There is a growing number of Non-Traditional, Graduate, and traditional students at BGSU who could benefit from an on-campus childcare center; and

WHEREAS, There have been many and repeated requests for childcare from students and employees as evidenced by our recent BG News survey and Monitor article; and

WHEREAS, In the city of Bowling Green there is currently only one facility (out of five listed in the phone book) offering childcare for infants who are not toilet-trained (as per telephone survey done 11-11-92); and

WHEREAS, There was a great deal of information gathering on this topic done in 1990 by a University ad hoc committee; and

WHEREAS, Many individuals, fraternities, sororities, and service clubs have offered to volunteer their time to help at the proposed facility; and

WHEREAS, The Graduate Student Senate is simultaneously working on similar legislation; and

WHEREAS, An on-campus childcare facility would provide an excellent opportunity for students in education, psychology, and other related majors to observe and interact with young children and otherwise gain valuable experience, enhancing their educational experience; and

WHEREAS, Such a facility would greatly enhance University-Community relations as has been the case with many other Universities; and

WHEREAS, Such a facility would in fact create employment on the campus; and

WHEREAS, The current Off-Campus Commuter Center is overcrowded and has nowhere to expand; and

WHEREAS, The facility would be largely self-funded once it is constructed, due to fees collected from parents/guardians receiving services at the facility; and

WHEREAS, An on-campus childcare center would be a positive factor in attracting more non-traditional, part-time, and graduate students, as well as faculty, to the University.

THEREFORE BE IT RESOLVED, That the ad hoc childcare committee that existed in 1990 either be reinstated or a new one created to further research and act on this issue with the goal of establishing a full-time childcare facility on this campus.

THEREFORE BE IT FURTHER RESOLVED, That the new building that replaces the current South Hall be seriously considered as a possible site to house a combined Off-Campus Commuter Center and Childcare Center.
THEREFORE BE IT FURTHER RESOLVED, That if this site is not deemed feasible, another on-campus location be explored.

THEREFORE BE IT FURTHER RESOLVED, That the funding of the construction of the facility be moved to a high priority on the next University budget.

THEREFORE BE IT FURTHER RESOLVED, That a copy of this legislation be sent to Paul Olscamp, President of BGSU; Bob Martin, VP Operations; the Board of Trustees; Director of Early Childcare Ed Program in College of Ed.; Sue Witchi, Off-Campus Student Center; the Graduate Student Senate; the Faculty Senate; the Administrative Staff Council; and the Classified Staff Council.

SPONSORS:
Non-Traditional Student Liaison
Tom Garey

Senator Julie Colvin

Senator Melissa Kalinoski

Senator Owen Pohl

Senator Lona Sommerville

Senator Jesse Squire

President J. T. Jackson

Approved: [Signature]

Date: 11/18/92

Vetoed: [Signature]

Signature of USA President
December 30, 1992

Jason T. Jackson, President
Undergraduate Student Government

Dear Jason:

At President Olscamp's suggestion, I am writing to clarify several issues related to USG Senate Bill 9293-10 on a campus child care center.

As I'm sure you know, this topic is a very complex one, and it already has a substantial history here at BGSU. The USG bill on the other hand is a relatively simple one. It would definitely have been strengthened if it had developed a background on this topic and if it were supported with a fuller, richer rationale. As a point of information, I note that it is customary (and generally more effective for the legislation at hand) to present findings and opinions prior to a bill or resolution. In this way a stronger position or rationale can be developed.

Another point concerns lines of communication. There is nothing in the USG bill itself or your December 2, 1992 letter of transmittal to the President (with copies to many people, including the other Trustees) which indicates awareness of the many ongoing efforts by the University's administration to explore the feasibility of creating a child care center for BGSU.

Let me note two or three specific points. (1) Construction of a child care center was given a priority ranking on the last capital request to OBOR. (2) Completion of a child care facility feasibility study was one of the President's formal goals for 1991-92 (see his Annual Report for 1990-91). (3) The Child Care Planning/Feasibility Committee (chaired by University Treasurer Gaylyn Finn), created jointly by Faculty Senate and the President in October 1990, has not yet issued a final report. One of the reasons why the Committee has been slow to complete its study is that it has engaged in a number of cooperative efforts with the City of Bowling Green and other community groups to identify the nature of the local need and to explore specific solutions. The preliminary proposal has been discussed on a number of occasions in Faculty Senate, with the President's support.
I would be glad to meet with you and others whom you might designate to explain this whole matter more fully. I'm sure that Treasurer Finn would be happy to meet with you as well. Such meetings would have been most appropriate and useful prior to USG action, but I'm sure they will still be helpful at this time to concerned groups and individuals.

Sincerely,

Lester E. Barber
Executive Assistant to the President

dmm

xc: Paul J. Olscamp, President
    Gaylyn Finn, Treasurer
    Robert Martin, Vice President for Operations
    Board of Trustees
    Sue Witchi, Director, Off-Campus Student Center
    Sally Kilmer, Applied Human Ecology
    Graduate Student Senate
    Faculty Senate
    Administrative Staff Council
    Classified Staff Council
Dr. Paul Olscamp
McFall Center

Dear Dr. Olscamp:

May 4, 1993

We write this letter upon the recommendation of Mr. John Moore, Executive Director of Personnel Services.

We understand that the proposed changes in health care options for university employees will soon be presented to the Board of Trustees. In conjunction with that process, we ask that appropriate persons review what appears to be a matter of inequity with regard to the university's contribution to employee health costs. Explicitly, we are concerned that the university discriminates against contract employees where both work at BGSU (see attached partial list) in the level of its financial support for health care coverage.

Prior to the change in employee contributions in 1991, the University was equitable in its contributions for families in cases where both spouses were employed at BGSU. Rather than insure each partner as a single employee, couples were treated as a family (regardless of whether or not they had children). One spouse was named 'head of household' and the other spouse was listed as the 'dependent.' The University's contribution for employees in this situation recognized each person as a separate employee and gave the benefits due any single employee, even though the University treated them administratively as a family.

For the past two years, however, the University's level of contribution to medical coverage for dual-career BGSU couples has been reduced. Married BG employees currently pay the same for family coverage as single employees carrying family coverage. The attached cost sheet from the Benefits Office bears this out. Every employee at BGSU pays the same for family medical coverage, even when two parties in the family are employed here. If the University were to contribute the same dollar amount for family coverage based on the number of persons employed at BGSU, then the dual-career BG couple would receive double the university contribution it is now receiving and would no longer be treated inequitably because of their marital status. As long as this situation is allowed to continue, a number of university employees are being disadvantaged, and the university could quite innocently be guilty of discriminating in fringe benefits based on marital status.

We ask that attention be paid to the issue described above. Discussion with Mr. Moore and Mr. Morris and subsequent discussions of this matter with the Task Force on Health Care led to the recommendation that it be addressed to you.

Sincerely,

Deborah Vetter
Career Planning and Placement Services

Diane Regan
College of Arts and Sciences

Michael Vetter
Assistant Vice President for Student Affairs

Scott Regan
Professor of Theatre

Enclosures

C: Mr. J. Moore
BGSU Full-time Contract Employees

Behling, Orlando and Dorothy
Bissland, James and Joan
Blinn, Elliot and Joyce
Browne, Neil and Kubasek, Nancy
Brownell, Greg and Nancy
Bunce, Mark and Tina
Campbell, Don and Kathy
Champion, Ernest and Peace
Colvin, Wayne and Cindy
Crocker, Ken and Petroshius, Susan
Darrow, Art and Susan
Gerwin, William and Elaine
Grant, Bill and Crowell, Claudia
Gromko, Mark and Eastlund, Joyce
Gruber, John and Susan
Jones, Eric and Akiko
Keeley, Stuart and Barbara
Kepke, Allen and Joyce
Kim, Kyoo and Younghhee
King, Timothy and Patricia
Kisabeth, Scott and Denise
Lab, Steven and Susan
Lancaster, Ron and Ann-Marie
Locey, Michael and Lenita
McRoberts, Conrad and Gail
Midden, Robert and Suzanne
Mohr, Steven and Kennedy, Ann
Morgan, Ed and Joan
Navin, Leo and Joanne
O'Donnell, Ed and Amy
Olscamp, Paul and Ruth
Parmer, Jess and Coleen
Paul, Jeffrey and Ellen
Peper, Richard and Christine
Pinto, Peter and Lorna
Porter, Adam and Jakobs, Elizabeth
Pugh, Med and Susan
Ragusza, Don and Yarris, Betty
Redmond, William and Merritt, Nancy
Ritts, Blaine and Mary Helen
Reed, Robert and Patricia
Regan, Scott and Diane
Swanson, Kory and Margy
Thomas, Jack and Darlene
Tisak, John and Marie
Veitch, Russell and Janet
Vetter, Mike and Deborah
Wahrman, Ralph and Judy
Whitmeyer, Duane and Diane
Wood, Florida and Bess
Yon, Paul and Bowers, Ann
# CONTRACT EMPLOYEES HEALTH CARE
## MONTHLY COST INFORMATION

### MEDICAL

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<th>University Cost</th>
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<td>Family cost</td>
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### ALL HEALTH COVERAGES

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<td>Total Family Cost</td>
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- Sponsored Child - $124.93
- Sponsored Adult - $178.47

9/1/92
EXAMPLES

**CURRENT Single Contract Employee**
Estimated Annual BGSU Cost of Single Medical Care Insurance Coverage $1,000
BGSU Benefit Contribution Per Employee 500
BGSU Employee Contribution 500

**CURRENT Family Coverage (1 BGSU Contract Employee)**
Estimated Annual BGSU Cost of Family Medical Care Insurance Coverage $2,000
BGSU Benefit Contribution Per Employee 500
BGSU Employee Contribution 1,500

**CURRENT Family Coverage (2 BGSU Contract Employees)**
Estimated Annual BGSU Cost of Family Medical Care Insurance Coverage $2,000
BGSU Benefit Contribution for One Employee Only 500
BGSU Employee Contribution 1,500

**EQUITABLE Family Coverage (2 BGSU Contract Employees)**
Estimated Annual BGSU Cost of Family Medical Care Insurance Coverage $2,000
BGSU Benefit Contribution Per Employee ($500 each employee) 1,000
BGSU Employee Contribution 1,000

*These dollars amounts are hypothetical and are used for illustrative purposes only. The examples apply to medical coverage only and do not apply to vision or dental costs.*
September 15, 1993

MEMORANDUM

TO: AD Council

FROM: John C. Moore, Executive Director
Personnel Services

RE: BGSU Child Care Survey
(DRAFT)

Working with Jim Litwin, Becky Lentz, Melissa Firestone, Sean Staples, David Vaillancourt and Bob Waddle, we have produced a draft Child Care Survey. This survey, once approved, will be mailed to all classified and administrative staff, faculty and students.

Things we must do before the survey is mailed out:

(1) Who signs the cover letter?
(2) Deadline for survey return.
(3) Cost of mailing.
(4) Input from classified and administrative staff, faculty and students.
BOWLING GREEN STATE UNIVERSITY
CHILD CARE CENTER SURVEY

The University is trying to determine if there is enough support for a day care center for its students and employees.

If you are a parent, guardian of dependent children under age 13 who are living at home, or a interested party, please fill out and return this survey as soon as possible.

1. For what age(s) child (children) do you need day care services? Indicate number.
   - Under 18 months
   - 18 months to 3 years
   - 4 years to 6 years
   - 7 years to 12 years

2. During what hours of the day or night do you normally need day care services?
   - Monday through Friday
     - full day (7 a.m.-6 p.m.)
     - morning (7 a.m.-12 noon)
     - afternoon (12 noon-6 p.m.)
     - evening (6 p.m.-10 p.m.)
     - other (please specify)

   - Saturday
     - full day (7 a.m.-6 p.m.)
     - morning (7 a.m.-12 noon)
     - afternoon (12 noon-6 p.m.)
     - evening (6 p.m.-10 p.m.)
     - other (please specify)

   - Sunday
     - full day (7 a.m.-6 p.m.)
     - morning (7 a.m.-12 noon)
     - afternoon (12 noon-6 p.m.)
     - evening (6 p.m.-10 p.m.)
     - other (please specify)

3. How many days a week (Monday through Sunday) do you normally need day care services?
   - one day
   - two days
   - three days
   - four days
   - five days
   - six days
   - seven days
4. Would you be willing to volunteer time to the center?
   ____ yes
   ____ no

5. Do any of your children needing day care services require special help or services (for example, physically or mentally handicapped)? If so, please describe:
   ________________________________________________________________

6. Current child care rate per child:
   $ Daily ________
   $ Weekly ________

7. Is your current rate based on your income?
   ____ Yes
   ____ No

8. Would you change your current day care service if our rates were:
   ____ $70 per week
   ____ $65 per week
   ____ $55 per week
   ____ $50 per week

9. The maximum rate you would pay for child care services?
   $____ per week

10. Would you enroll your child(ren) in a University-sponsored child care center near the work place if the fees would be comparable to community fees?
    ____ Yes
    ____ No

    Age of child _______ ( ) full-time
                       ( ) part-time

    Age of child _______ ( ) full-time
                       ( ) part-time
11. Overall, how satisfied are you with your current child care arrangements? Would you say you are:
   ____ Very satisfied
   ____ Somewhat satisfied
   ____ Neither satisfied nor dissatisfied
   ____ Somewhat dissatisfied
   ____ Very dissatisfied

12. What would you say is your single biggest problem related to child care arrangements?
   ____ Limited number of day care facilities
   ____ Problematic taking time off work when children are sick
   ____ Long periods of time away from children
   ____ Inconvenient location
   ____ Transportation
   ____ Hours of operation/hours available to care for children
   ____ Cost
   ____ Obtaining quality care
   ____ Others (please specify) ________________________________

13. What could your employer do to help you with child care?
    ___________________________________________________________
    ___________________________________________________________
    ___________________________________________________________

14. The following is a list of alternatives people sometimes use for their child's care when the usual arrangement will not be available or child is sick. For each alternative, circle if you have/have not used alternative. If you have used the alternative, record how many times it is used in an average month.

<table>
<thead>
<tr>
<th></th>
<th>Ever Used?</th>
<th># of Times per Month</th>
</tr>
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<tbody>
<tr>
<td>Called in sick</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Been late to work</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Had to leave work early</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Taken vacation days</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Taken days off without pay</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>
15. What could the community do to help you with child care?

16. Have you had a need to make a change in your child care arrangements within the last year?
   ___ No
   ___ Yes ------ 13a. What caused you to change your child care arrangements?
   ___ Not convenient
   ___ Not satisfied with quality of care
   ___ Arrangement not reliable
   ___ Care unavailable for infant
   ___ Cost
   ___ Just started to have the need
   ___ Child old enough not to care for self
   ___ Other (please specify) ________________________________

17. Do your child care arrangements change during the summer months?
   ___ No
   ___ Yes ------ 14a. In what way? ________________________________

18. Do you use pre-tax payroll deduction that allows you to accumulate pre-tax dollars to pay for dependent care?
   ___ No
   ___ Yes

19. In which of the following ranges would you place your total annual household income, before taxes?
   ___ Under $10,000   ___ $25,000 to $44,999
   ___ $10,000 to $14,999   ___ $45,000 to $54,999
   ___ $15,000 to $24,999   ___ $55,000 or more
   ___ $25,000 to $34,999
20. We would like to know a little about you. What is your classification here at BGSU?

_____ Freshman student
_____ Sophomore student
_____ Junior student
_____ Senior student
_____ Graduate student: Masters
_____ Graduate student: Ph.D. and above
_____ Faculty
_____ Administrative Staff
_____ Classified staff
_____ Other (please specify)

9-14-93
M I N U T E S

Informal Meeting on Topic of a University Day Care Center
Sept. 23, 1993
Senate Conference Room
McFall Center

Persons Present: Ben Muego, chair of Faculty Senate; Greg Jordan, chair of Administrative Staff Council; Bob Kreienkamp, chair of Classified Staff Council; Scott Hackman, Graduate Student Senate representative; Becky Lentz, CSC representative; Sally Kilmer, faculty representative, and Melissa Peper Firestone, ASC representative.

The meeting was convened by Muego. He said he called the meeting to bring together the efforts of the various constituency groups on campus on the topic of a University day care center. He also said he was interested in obtaining feedback from the groups to see how important the issue was to them. Jordan and Kreienkamp both said the issue was among their groups' list of goals this year.

Kilmer gave a brief overview of previous University efforts to study the day care issue. From 1989-90, she chaired an ad hoc Child Care Feasibility Committee, established under the direction of Faculty Senate with representatives from each of the constituency groups. The committee designed a survey, which was very similar to the one currently being produced by John Moore in the personnel office, she said.

The survey was sent to all faculty and staff. The weak point of the project was obtaining responses from students. It was cost prohibitive to send a survey to all students so surveys were placed in locations around campus, such as the commuter center. However, Kilmer said she did not feel the committee received adequate feedback from the student population.

In the committee's final report, they provided a cost-out for three different levels of quality care. They estimated approximately 100 children would start using such a center on campus. Staffing would make up 80 percent of the cost of the project and at that time, the estimated cost of building a facility was $850,000.

Kilmer said the committee's final report was presented to Faculty Senate and nothing happened with it after that point. That spring, President Olescamp appointed another committee to examine the topic, which she believes was chaired by Gaylyn Finn. An advisory board was also appointed to monitor the committee. These groups met infrequently and she has never seen a report of any of their findings.

Kilmer said her committee also attempted to talk to area child care companies about possibly employing them to operate a campus center, but there was little interest.

She said on another occasion she examined possible day care center sites with Ink Miliron (who was assisting in capital planning) and they thought the Montessori School location in the Greenwood Center looked promising. However, there was never any further discussion of the project after that.

Jordan asked about how a day care center could be combined with the University's child development program. Kilmer said that at one time the president had indicated he was not in favor of combining these two.

Discussion then focused on what the constituency groups can do to not only support the idea of a University day care center but to make it a reality. Firestone said that although all the constituency groups have made such a center a goal, it has never truly been a top priority and the subject fades each summer and is revived each academic year. All the chairs of the constituency groups indicated that procuring a campus center is now a top priority.

It was determined that each of the constituency groups would compose a letter to be sent to each Board of Trustees member (based on approval by each group). The letters will explain how the establishment of a campus day care center has become a priority issue and that the constituency groups need the support of the trustees to make this goal a reality.

Muego suggested a follow-up letter signed by each of the chairs to the trustees be sent later to emphasize the importance of the issue. Firestone suggested extending an invitation to the trustees to meet with this particular group to discuss the topic further.

The survey that will be sent out by personnel services to all faculty and staff also was discussed. It was determined that the cover letter to the survey should be signed by the chairs of Faculty Senate, Administrative Staff Council, Classified Staff Council, USG and GSS.

The group was concerned about how to best survey the student population on campus. Muego suggested running the survey on a full page in the BG News. Kreienkamp also said it would be a good idea to advertise the survey by having stories in the Monitor and the BG News urging people to return the surveys. He also said it might be a good idea to put posters around campus with the same message.

The meeting adjourned approximately 3:15 p.m.
Added Memo:

I talked to John Moore on Monday, Sept. 27. He said the survey was to be returned by Ad Council the next day. He said he was in favor of the 5 constituency leaders signing the cover letter to the survey and he hopes it can be sent out as soon as possible.

He felt that running a copy of the survey in the BG News would be too expensive and plans to talk to student leaders about the best way to get the survey to students.

He was in favor of the letters being sent to the trustees but indicated he hopes they are written in a positive tone. He suggested the letters say something about how the constituency groups are moving forward with this goal and if the surveys indicate there is a need for such a facility, we would like to have the trustees' support on the issue. We should also say that we may need some state money and hope the trustees will make this a priority, too.

Moore said he thought a possible building site for such a facility could be the area located directly behind the College Park Office Building.

He also said he has been examining the possibility of having one or more daycare businesses in Bowling Green take over the operation of a University center and then pay rent to the University for use of the building.

Moore said he may need some volunteer help to compile data once the surveys are returned.
MEMORANDUM

TO: John Buckenmyer  
Rush Miller  
JoAnn Kroll  
Ron Zwierlein  
Dave Crooks  
Michael Vetter  
Jim Clemens  
Greg Jordan  
Conrad McRoberts

FROM: John C. Moore  
Executive Director

DATE: September 29, 1993

I need your help and advice as soon as possible. In the next few days we will be mailing out a survey to ascertain if there is a need for a day care center on campus for students and employees. We will mail this survey to all employees but we did not want to mail this survey to the entire student body. So, I need your help in developing a plan so we can get this survey in the hands of any student who would want to fill out the survey. My thoughts would be to run an article in the MONITOR and the B.G. News stating that the survey will be available for students in the various locations and ask the students to pick them up, fill them out, and return to Personnel Services. Where would those locations be? My thoughts would be the Bookstore, Library, Recreational Halls, University Union, Student Affairs, and other key locations that I need you to identify.

There may be some other ways and means of getting these into the hands of our students. If so, could I have input from you. Also the spots mentioned, how do we utilize these locations? I need your thoughts.

We will be sending this survey out in the next ten days, so I need your input as soon as possible. Thank you for your assistance.

JCM:mmb  
xo: Bob Martin
October 15, 1993

Dear BGSU Faculty, Staff and Students:

Please read and study the attached "BGSU Child Care Survey" carefully and return the completed survey to the Office of Personnel Services, 100 College Park, on or before October 25, 1993. Survey responses will be collated, coded and interpreted by an independent committee of administrative, classified, faculty and student volunteers. A comprehensive summary of the survey results will be sent to President Paul J. Olscamp and the Board of Trustees.

Since in all likelihood, the survey results will determine whether the central administration and Board of Trustees will agree (or disagree) to establish a Campus Child Care Facility, we strongly urge all of you to participate. Obviously, a high return rate will give the survey results much greater credibility; conversely, a low return rate could considerably weaken, perhaps even kill, the case for establishing a Campus Child Care Facility.

Any personnel or students who have no need for child care are especially urged to respond to questions #4 and #9, both of which are self-explanatory.

Thank you very much for your cooperation and assistance.

Benjamin N. Muego  Greg Jordan  Bob Kreienkamp
Chair  Chair  Chair
Faculty Senate  Administrative Staff Council  Classified Staff Council

Jason T. Jackson  Anupam Trivedi
President  President
Undergraduate Student Government  Graduate Student Senate
BOWLING GREEN STATE UNIVERSITY
CHILD CARE CENTER SURVEY

The University is trying to define more precisely the need for a day care center for its students and employees.

If you are a parent, guardian of dependent children under age 13 who are living at home, or an interested party, please fill out and return this survey as soon as possible.

1. For what age(s) child (children) do you need day care services? Indicate number.
   ____ Under 18 months
   ____ 18 months to 3 years
   ____ 4 years to 6 years
   ____ 7 years to 12 years

2. During what hours of the day or night do you normally need day care services?
   Monday through Friday
   ____ full day (7 a.m.-6 p.m.)
   ____ morning (7 a.m.-12 noon)
   ____ afternoon (12 noon-6 p.m.)
   ____ evening (6 p.m.-10 p.m.)
   ____ other (please specify)
   ________________________

   Saturday
   ____ full day (7 a.m.-6 p.m.)
   ____ morning (7 a.m.-12 noon)
   ____ afternoon (12 noon-6 p.m.)
   ____ evening (6 p.m.-10 p.m.)
   ____ other (please specify)
   ________________________

   Sunday
   ____ full day (7 a.m.-6 p.m.)
   ____ morning (7 a.m.-12 noon)
   ____ afternoon (12 noon-6 p.m.)
   ____ evening (6 p.m.-10 p.m.)
   ____ other (please specify)
   ________________________

3. How many days a week (Monday through Sunday) do you normally need day care services?
   ____ one day
   ____ two days
   ____ three days
   ____ four days
   ____ five days
   ____ six days
   ____ seven days

(over)
4. Would you be willing to volunteer time at a BGSU Day Care Center?
   ____ yes
   ____ no

5. Do any of your children needing day care services require special help or services (for example, physically or mentally handicapped)? If so, please describe:
   ____________________________________________________________

6. What are you currently paying for child care per child?
   $ ______ Daily
   $ ______ Weekly

7. Is your current rate based on your income?
   ____ Yes
   ____ No

8. Would you change from your current day care service to day care at the University if our rates were:
   $100 per week  ____ Yes  ____ No
   $ 85 per week  ____ Yes  ____ No
   $ 75 per week  ____ Yes  ____ No
   $ 65 per week  ____ Yes  ____ No
   $ 60 per week  ____ Yes  ____ No

9. Would you be willing to support a child care operation with a mandatory pre-tax payroll deduction even if you did not have children eligible for child care?
   ____ Yes
   ____ No

10. What could the community do to help you with child care?
    ____________________________________________________________
    ____________________________________________________________
    ____________________________________________________________
11. What is the maximum rate you would pay for child care services?
   $____ per child per week

12. Would you enroll your children in a University-sponsored child care center near the workplace if the fees would be comparable to community fees?
   _____ Yes
   _____ No

13. Overall, how satisfied are you with your current child care arrangements? Would you say you are:
   _____ Very satisfied
   _____ Somewhat satisfied
   _____ Neither satisfied nor dissatisfied
   _____ Somewhat dissatisfied
   _____ Very dissatisfied

14. What would you say is your single biggest problem related to child care arrangements?
   _____ Limited number of day care facilities
   _____ Problems taking time off work when children are sick
   _____ Long periods of time away from children
   _____ Inconvenient location
   _____ Transportation
   _____ Hours of operation/hours available to care for children
   _____ Cost
   _____ Obtaining quality care
   _____ Others (please specify) ________________________________

15. What could BGSU do to help you with child care?
   ________________________________________________________
   ________________________________________________________
   ________________________________________________________

(over)
16. The following is a list of alternatives people sometimes use for their child's care when the usual arrangement will not be available or child is sick. For each alternative, circle if you have/have not used alternative. If you have used the alternative, record how many times it is used in an average month.

<table>
<thead>
<tr>
<th>Ever Used?</th>
<th># of Times per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Called in sick</td>
<td>Yes No</td>
</tr>
<tr>
<td>Been late to work</td>
<td>Yes No</td>
</tr>
<tr>
<td>Had to leave work early</td>
<td>Yes No</td>
</tr>
<tr>
<td>Taken vacation days</td>
<td>Yes No</td>
</tr>
<tr>
<td>Taken days off without pay</td>
<td>Yes No</td>
</tr>
</tbody>
</table>

17. On a per employee basis, how much monthly support for a child care facility should the university provide? Should this be shown as a payroll deduction for each employee?
___ Yes
___ No

18. Have you had a need to make a change in your child care arrangements within the last year?
___ No
___ Yes ------

18a. What caused you to change your child care arrangements?
___ Not convenient
___ Not satisfied with quality of care
___ Arrangement not reliable
___ Care unavailable for infant
___ Cost
___ Just started to have the need
___ Child old enough now to care for self
___ Other (please specify) _______________________

19. Do your child care arrangements change during the summer months?
___ No
___ Yes ------

19a. In what way? _______________________
20. Do you use the pre-tax payroll deduction that allows you to accumulate pre-tax dollars to pay for dependent care?

_____ No
_____ Yes

21. In which of the following ranges would you place your total annual household income, before taxes?

_____ Under $10,000
_____ $10,000 to $14,999
_____ $15,000 to $24,999
_____ $25,000 to $34,999

22. We would like to know a little about you. What is your classification here at BGSU?

_____ Freshman student
_____ Sophomore student
_____ Junior student
_____ Senior student
_____ Graduate student: Masters
_____ Graduate student: Ph.D. and above
_____ Faculty
_____ Administrative Staff
_____ Classified staff
_____ Other (please specify)

23. Are there any comments you would like to make:

________________________________________

________________________________________

________________________________________

10-5-93

(over)
MEMORANDUM

TO:       Paul J. Olscamp
FROM:     John C. Moore
RE:       Child Care Survey

On October 15th we mailed out 6,298 child care survey forms to the University Community. 2,548 were mailed directly to the full and part-time faculty, administrative and classified staff; 1,200 went directly to graduate assistants; and 2,550 were placed in key locations around campus for the undergraduate students. 1,113 responses or an estimated 18% of the surveys were returned to this office. A breakdown of the responses by constituent group is as follows:

<table>
<thead>
<tr>
<th>Constituent Group</th>
<th>No. Returned</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Student</td>
<td>107</td>
<td>4%</td>
</tr>
<tr>
<td>Graduate Student</td>
<td>136</td>
<td>11%</td>
</tr>
<tr>
<td>Faculty</td>
<td>175</td>
<td>16%</td>
</tr>
<tr>
<td>Administrative Staff</td>
<td>178</td>
<td>33%—27%</td>
</tr>
<tr>
<td>Classified Staff</td>
<td>335</td>
<td>33%</td>
</tr>
</tbody>
</table>

With the help of the constituent groups: Faculty, Administrative, Classified, Undergraduate and Graduate Students plus the staff of Personnel Services, we were able to compile results to meet your deadline.

I hope this report will be of assistance to you. I have also included some concerns and comments from a student who worked with us.

Attachments

Ilg
The University is trying to define more precisely the need for a day care center for its students and employees.

If you are a parent, guardian of dependent children under age 13 who are living at home, or an interested party, please fill out and return this survey as soon as possible.

1. For what age(s) child(children) do you need day care services? Indicate number.
   - 143 Under 18 months
   - 150 18 months to 3 years
   - 181 4 years to 6 years
   - 198 7 years to 12 years
   - 1 elderly/disabled

2. During what hours of day or night do you normally need day care services?
   - Monday through Friday
     - 265 full day (7 a.m. - 6 p.m.)
     - 33 morning (7 a.m. - 12 noon)
     - 79 afternoon (12 noon - 6 p.m.)
     - 67 evening (6 p.m. - 10 p.m.)
     - 62 other (please specify)
   - Saturdays
     - 25 before/after school
     - 33 8 a.m. - 5 p.m.
     - 33 4 p.m. - 12 p.m.
     - 33 3:30 p.m. - 6 p.m.
     - 9 a.m. - 3 p.m.
     - 6 a.m. - 9 p.m.
   - Summers only
     - 3 7:15 a.m. - 5 p.m.
     - 1 7 a.m. - 8 a.m.
     - 1 8 a.m. - 2 p.m.
     - 1 8:30 a.m. - 2 p.m.
     - 1 8 a.m. - 6 p.m.
     - 1 9 a.m. - 7 p.m.
     - 1 9 a.m. - 7:30 p.m.
     - 1 3:30 p.m. - 5 p.m.
   - Sundays
     - 1 4 a.m. - noon
     - 1 8:30 a.m. - 5:30 p.m.
     - 1 9:30 a.m. - 7:30 p.m.
     - 1 10 a.m. - 7 p.m.
   - other (please specify)

3. How many days a week (Monday through Sunday) do you normally need day care services?
   - 4 one day
   - 13 two days
   - 44 three days
   - 44 four days
   - 311 five days
   - 20 six days
   - 6 seven days
4. Would you be willing to volunteer time at a BGCU Day Care Center?

<table>
<thead>
<tr>
<th>282</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>777</td>
<td>No</td>
</tr>
</tbody>
</table>

5. Do any of your children needing day care services require special help or services (for example, physically or mentally handicapped)? If so, please describe:

<table>
<thead>
<tr>
<th>10</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>181</td>
<td>No</td>
</tr>
<tr>
<td>20</td>
<td>Not applicable</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Downs Syndrome</th>
<th>Need young women 25-30 years of age</th>
<th>Mentally handicapped</th>
<th>Child does not speak</th>
<th>Child needs someone with sign language ability</th>
<th>Visually impaired</th>
<th>Special diet</th>
</tr>
</thead>
</table>

6. What are you currently paying for child care per child?

<table>
<thead>
<tr>
<th></th>
<th>Daily Hourly Rate</th>
<th>Daily Rate</th>
<th>Weekly Rate</th>
<th>Weekly Rate</th>
<th>Weekly Rate</th>
<th>Weekly Rate</th>
<th>Weekly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1.25</td>
<td>$5.00</td>
<td>$3.00</td>
<td>$18.00</td>
<td>$4.00</td>
<td>$20.00</td>
<td>$3.00</td>
</tr>
<tr>
<td></td>
<td>$1.50</td>
<td>$6.00</td>
<td>$4.00</td>
<td>$13.00</td>
<td>$5.00</td>
<td>$24.00</td>
<td>$4.00</td>
</tr>
<tr>
<td></td>
<td>$2.00</td>
<td>$7.00</td>
<td>$5.00</td>
<td>$12.00-$15.00</td>
<td>$6.00</td>
<td>$24.00</td>
<td>$3.00</td>
</tr>
<tr>
<td></td>
<td>$2.25</td>
<td>$7.50</td>
<td>$12.00</td>
<td>$3.00</td>
<td>$24.00</td>
<td>$3.00</td>
<td>$20.00</td>
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<td>$8.00</td>
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<td>$9.00</td>
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<td>$3.00</td>
<td>$20.00</td>
</tr>
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<td></td>
<td>$9.00-$12.00</td>
<td>$16.00</td>
<td>$3.00</td>
<td>$24.00</td>
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<td>$24.00</td>
<td>$3.00</td>
</tr>
<tr>
<td></td>
<td>$10.00</td>
<td>$16.00</td>
<td>$4.00</td>
<td>$30.00</td>
<td>$4.00</td>
<td>$30.00</td>
<td>$4.00</td>
</tr>
<tr>
<td></td>
<td>$11.00</td>
<td>$17.00</td>
<td>$4.00</td>
<td>$30.00</td>
<td>$4.00</td>
<td>$30.00</td>
<td>$4.00</td>
</tr>
</tbody>
</table>

Other rates reported include $60 per week during summer periods, three children for $90.00 per week, three children for $100.00 per week, two children for $130.00 per week, and $126.50 for one child for one month.

7. Is your current rate based on your income?

<table>
<thead>
<tr>
<th>16</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>382</td>
<td>No</td>
</tr>
</tbody>
</table>

8. Would you change from your current day care service to day care at the University if our rates were:

<table>
<thead>
<tr>
<th></th>
<th>$100 per week</th>
<th>$ 85 per week</th>
<th>$ 75 per week</th>
<th>$ 65 per week</th>
<th>$ 60 per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>78</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>136</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>75</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>167</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>127</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>134</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>168</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>102</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>204</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>85</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

9. Would you be willing to support a child care operation with a mandatory pre-tax payroll deduction even if you did not have children eligible for child care?

<table>
<thead>
<tr>
<th>277</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>779</td>
<td>No</td>
</tr>
</tbody>
</table>
10. What could the community do to help you with child care?

- Preschool transportation.
- Summer/after school care.
- Cost based on income/free child care for students.
- Community not responsive.
- Publish list of available centers.
- Not sure DGCE needs to provide this service; contract out.
- Screen potential child care workers well.
- Need a "sitter" service.
- Subsidize it.
  - Short term/- emergency care.
  - Part-time care.
  - Choice: on-site or subsidize off-site.
- Newborn care.
- Quality home care.
- Lower prices.
- Standardize services.
- Head start - full pay.
  - Work together with University to provide child care.
  - Provide toys/supplies to child care center.
  - Have good child care in Bowling Green.
  - Training high school students for summer child care.
  - Require state certification.
  - Should have done this along time ago.
  - Provide for low income families - make affordable.
  - Have established providers.
- Establish a beautiful facility.
- Drop child off at recreation center.
- Have flexible choices.
- Safe/reputable environment for children.
- Supply building for child care center.
- Have night care.
- Wood County Hospital could start a child care center.
- Offer child care based on salary and ability to pay.
- Offer child care if student attends classes at night.
- Provide convenient locations.
- Flexible hours in evening.
- More day care for children under 18 months of age.
- Community volunteers could help with day care center.
- Should be a model child care system.
- Allow single parents/welfare parents to co-op use.
- Offer children clinic based on age.
- Provide tax breaks for children in child care centers.
- More facilities should be available.
- Churches should be more active in establishing and maintaining child care centers.
- Provide recreation and special activities.
- Facility should also provide elder care.
- Those who use it should pay for it.
11. What is the maximum rate you would pay for child care services per child per week?

<table>
<thead>
<tr>
<th>Rate Range</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $40</td>
<td>3</td>
</tr>
<tr>
<td>$40-$45</td>
<td>5</td>
</tr>
<tr>
<td>Under $60</td>
<td>12</td>
</tr>
<tr>
<td>$60-$85</td>
<td></td>
</tr>
<tr>
<td>$85-$100</td>
<td></td>
</tr>
<tr>
<td>$100-$120</td>
<td></td>
</tr>
<tr>
<td>$120-$150</td>
<td></td>
</tr>
<tr>
<td>$150-$175</td>
<td></td>
</tr>
<tr>
<td>$175-$200</td>
<td></td>
</tr>
<tr>
<td>$200-$250</td>
<td></td>
</tr>
<tr>
<td>$250-$300</td>
<td></td>
</tr>
<tr>
<td>$300-$350</td>
<td></td>
</tr>
<tr>
<td>$350-$400</td>
<td></td>
</tr>
<tr>
<td>$400-$450</td>
<td></td>
</tr>
</tbody>
</table>

12. Would you enroll your children in a University-sponsored child care center near the workplace if the fees would be comparable to community fees?

- Yes
- No

13. Overall, how satisfied are you with your current child care arrangements? Would you say you are:

- Very satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

14. What would you say is your single biggest problem related to child care arrangements?

- Limited number of day care facilities
- Problems taking time off work when children are sick
- Long periods of time away from children
- Inconvenient location
- Transportation
- Hours of operation/hours available to care for children
- Cost
- Obtaining quality care
- Other (please specify)

- Wife doesn't get break.
- Want home care.
- Keeping a care giver.
- Caregiver not understanding diversity of culture.
- Driving back to Bowling Green to take child to physician.
- Need child care on a temporary part-time basis.
- Need flexible set-up.
- Sick child to day care center.
- Age limit.
- Summer care.
- Need to go to school.
- Availability on an unscheduled basis or need.
- Child care centers do not accept 7-12 year old children.
- Getting child to and from before and after kindergarten.
- Facility design.
- Wife can't work.
- Work hours.
- Implementation of a diverse curriculum.
- Proximity is a problem at times.
- Constant care.
- Private child care providers unreliable.
- Finding a sitter for one hour per day.
15. What could BGSU do to help you with child care?

- Low cost/affordable.
- Provide facility as soon as possible; it is needed; sign of the times.
- Offer facility on campus - convenient areas.
- On-campus facility would give more flexibility and increase time with child.
- Flexible hours
  - Moving child care close or nearby when working facilitates seeing child between classes and at lunch times.
- Provide transportation to and from elementary schools from campus.
- Quality care.
  - Evenings; parents have classes or teach, 6 - 9 p.m., 6 - 10 p.m.
  - Staff the facility with students and give them credit.
- Provide services before school/after school/summers/ and school vacations.
- Have a child care clinic.
- Have facility open for long hours.
  - Short term, single days, unscheduled needs and calamity days.
- Provide infant care.
- Quality and experienced child care providers.
- It is not the role of the University to provide child care.
- Qualified child care acceptance - multiculture.
- Subsidize income.
  - Staff expertise in setting it up and operating.
  - Do not need it, children grown.
- Provide hourly and daily care and rates.
  - Don't need it anymore; however, it should be available to those who do.
- Keep children for students while they are in class or teaching.
- Offer youth programs during school year and summer.
- Pay employee more so wife can stay at home.
  - Part-time use.
  - Concentrate on other priorities.
  - Compensate employee for using University health care plan by providing equivalent dependent care benefits.
- Provide services on documented market demand.
- Get more family friendly policies.
- Begin during graduate student PD week, create day care business.
- Take part of Olincamp's salary and support a day care center.
- Make child care payments to BGSU facility with pre-tax dollars.
- Financial support to families needing it.
- Free to employees.
- Shift money from other benefits to cover child care center.
- Stay out of the child care business.
- Contract out with a day care facility to provide services.
  - Would save time; could pick up child quickly.
  - Have a flexible pay schedule.
  - You have many non-traditional students, especially single mothers who need child care to be able to come to school to get off of welfare.
- Provide a list of students who are interested in babysitting.
- Encourage students, faculty, and employees to find private child care.
- Consistent staffings; children get afraid when new people care for them everyday.
- Well supervised.
  - Difficult task; can't deal with current problems.
  - Use as a back-up to regular sitter.
16. The following is a list of alternatives people sometimes use for their child's care when the usual arrangement will not be available or the child is sick. For each alternative, circle if you have/have not used alternative. If you have used the alternative, record how many times it is used in an average month.

<table>
<thead>
<tr>
<th>Ever Used?</th>
<th># of Times per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Called in sick</td>
<td>Yes 233</td>
</tr>
<tr>
<td>Been late to work</td>
<td>Yes 266</td>
</tr>
<tr>
<td>Had to leave work early</td>
<td>Yes 284</td>
</tr>
<tr>
<td>Taken vacation days</td>
<td>Yes 152</td>
</tr>
<tr>
<td>Taken days off without pay</td>
<td>Yes 74</td>
</tr>
</tbody>
</table>

Other comments: included using personal days twice annually, used sick leave two or three times a year, called in sick 2 times a year, was late to work three times a year, left early from work five times a year, and taken days off without pay one, two or three days a year.

17. On a per employee basis, how much monthly support for child care facility should the University provide? Should this be shown as a payroll deduction for each employee?

<table>
<thead>
<tr>
<th>Payroll Deduction</th>
<th>Dollar Amount</th>
<th>Percentage Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>132 Yes 308 No</td>
<td>$2.00</td>
<td>0%</td>
</tr>
<tr>
<td>1</td>
<td>$5.00</td>
<td>20%</td>
</tr>
<tr>
<td>4</td>
<td>$10.00</td>
<td>25%</td>
</tr>
<tr>
<td>1</td>
<td>$12.00</td>
<td>30%</td>
</tr>
<tr>
<td>4</td>
<td>$25.00</td>
<td>40%</td>
</tr>
<tr>
<td>3</td>
<td>$50.00</td>
<td>50%</td>
</tr>
<tr>
<td>3</td>
<td>$100.00</td>
<td>60-75%</td>
</tr>
<tr>
<td>1</td>
<td>$160.00</td>
<td>100%</td>
</tr>
</tbody>
</table>

Other comments: Day care center should be self-supporting. People with children should pay for the facility. People without children should not have to pay. Pay as you go. Child care should be equivalent to health care. Only those who participate should pay.

18. Have you had a need to make a change in your child care arrangements within the last year?

<table>
<thead>
<tr>
<th>137 No 269 Yes</th>
<th>What caused you to change your child care arrangements?</th>
</tr>
</thead>
<tbody>
<tr>
<td>38 Not convenient</td>
<td>Sitter quit or moved.</td>
</tr>
<tr>
<td>50 Not satisfied with quality of care</td>
<td>New infant in home.</td>
</tr>
<tr>
<td>53 Arrangement not reliable</td>
<td>Moved.</td>
</tr>
<tr>
<td>60 Care unavailable for infant</td>
<td>Started school.</td>
</tr>
<tr>
<td>61 Cost</td>
<td>Changed jobs.</td>
</tr>
<tr>
<td>35 Just started to have the need</td>
<td>Flextime eliminated.</td>
</tr>
<tr>
<td>17 Child old enough now to care for self</td>
<td>Divorce.</td>
</tr>
<tr>
<td>61 Other (please specify)</td>
<td>Spouse started working.</td>
</tr>
<tr>
<td></td>
<td>Switched child care center at child age 3.</td>
</tr>
<tr>
<td></td>
<td>Could not handle my child with special needs.</td>
</tr>
<tr>
<td></td>
<td>Spouse at home.</td>
</tr>
<tr>
<td></td>
<td>Children go to an extended day care center.</td>
</tr>
<tr>
<td></td>
<td>Hours changed.</td>
</tr>
<tr>
<td></td>
<td>Child at home.</td>
</tr>
<tr>
<td></td>
<td>Unavailable care.</td>
</tr>
<tr>
<td></td>
<td>New infant in home.</td>
</tr>
<tr>
<td></td>
<td>Vacation of child care person.</td>
</tr>
<tr>
<td></td>
<td>Need in school.</td>
</tr>
<tr>
<td></td>
<td>Child needed help.</td>
</tr>
<tr>
<td></td>
<td>Not quality.</td>
</tr>
<tr>
<td></td>
<td>Child not toilet trained.</td>
</tr>
<tr>
<td></td>
<td>Child attends pre-school.</td>
</tr>
</tbody>
</table>
19. Do your child care arrangements change during the summer months?

| 159 No | 247 Yes |

In what way?

- 22 Work hours changed, need flexibility.
- 22 Need for more hours.
- 22 Don't need as frequently or need less.
- 22 Need full-time care.
- 47 Doesn't follow schedule.
- 47 Older children care for younger.
  Two children.
  School age children.
  Needs sitter for three children.
  Not needed for summer.
  School.
  Different teaching schedule.
  Friday's off.
  Can't take summer classes.
  Facility closes down.
  Older children.
  Need on an irregular basis.
  Children require additional/special activities.
  Different provider.
  Needs sitter for summer only.
  Divorce.
  Private sitter to day care.
  High school student comes to home.

20. Do you use the pre-tax payroll deduction that allows you to accumulate pre-tax dollars to pay for dependent care?

| 400 No | 85 Yes |

21. In which of the following ranges would you place your total annual household income, before taxes?

| 64 Under $10,000 | 103 $35,000 to $44,999 |
| 30 $10,000 to $14,999 | 63 $45,000 to $54,999 |
| 64 $15,000 to $24,999 | 190 $55,000 or more |
| 107 $25,000 to $34,999 |

22. We would like to know a little about you. What is your classification here at BGCU?

| 17 Freshmen student | 10 Other (please specify) |
| 18 Sophomore student | 2 Part-time Faculty |
| 34 Junior student | 1 Part-time instructor |
| 33 Senior student | 1 Non-traditional student |
| 73 Graduate student: masters | 1 Part-time consultant |
| 63 Graduate student: Ph.D and above | 1 Recent graduate |
| 175 Faculty | 1 Temporary employee |
| 178 Administrative Staff | 1 interested grandmother |
| 355 Classified Staff | 1 swimming coach |
| 1 Spouse of faculty member |
23. Are there any comments you would like to make:

Yes, I feel this would be great to help a lot of employees, even though I do not have any children.

I think this is a great idea for those who need it! We are in another school district so I already have child care, but it would be good to know that I would have some place to bring my children on last minute situations, such as vacation and sickness where they are now.

Although I do not have children, I think it would be easier on the employees who do if there were an on-campus facility. For instance I happen to know people from other countries who were in a panic to find there was not any available child service on campus.

Thank you for giving this attention. Even though my children are in school, there were many times I was frustrated when I had to find some child care last minute.

I would very much like to see the University establish a day care center- perhaps using student interns who are in the Child Development Curriculum.

If the day care facility is of quality operation - it will pay for itself and probably have a waiting list.

I wouldn't use the campus for day care. Children need consistency - not students doing practicums.

The university needs to remember that there are a lot of non-traditional students and students who have children who can not make ends meet because of child care.

Currently I am working on a degree, but when I am ready to have children I would hope the university will have a child care facility.

If there were child care available on campus, parents could spend time with their children between classes, and be close in case of emergency.

It would be great if we could utilize retirees and widows who might volunteer their time.
I am near the end of child care needs, however, I would be interested in "Senior Care"

Day care should be paid and supported by only those who need the service. Each person is responsible for the care of their own children. I never had any type of support and I don't feel I owe any financial support.

This survey was not constructed very well for those of us who do not have children.

Will day care service be extended to Firelands? Find a private provider, rent them space on campus, then train students in this program.

I certainly think these channels should be directed in the way of the health insurance program-- the total over pricing now in effect should be more than enough to help support this.

If I lived in BG as most employees do, and I had pre-school age children I would definitely be interested in this wonderful and timely idea. Please proceed for the sake of the parents and children, BUT only those families should pay for the service.

Because of the cost of Day care, I may have to leave 13 years of employment at BGSU and provide my own child care.

Implement a policy for parents that they may leave their post in an emergency "worry free"

I would not support any pre-tax mandatory payroll deduction. I do not have children.

I can see BGSU making a space for child care, but it should be left to the professionals.

It would be wonderful to have this on campus. I would like the closeness.
Our child has special needs, we are concerned that the plans include such considerations and that Firelands is carefully considered in the committees deliberations.

Firelands needs to develop an integrated child care center, this would be helpful to employees during holidays and summer vacations.

As a single parent I can not enroll in evening classes because I do not have child care.

By the time this goes in to effect, I won't need it, but I still feel this is something very worthwhile.

Need to consider different work shifts, too.

Without students you would not be here - without day care for many students, they would not be here.

This has been a long time coming, I started asking about this 7 years ago. It would be to your benefit to help parents with child care.

BGSU should lead, not follow... almost all of the Corporate World recognizes a need for this and are in process.

Please consider offering services on an as needed basis for students. Non-traditional students are increasing in our region.

I think a child care center at BGSU is a great idea. Disclose everything, don't sell, and present accurately.

We'd help working in the day care for dollars and/or a cost break.

Thank you for undertaking this project - it is much needed!!

To provide care for infants is a big problem in BG. A child care center would be welcome and very helpful for many students.
If I were not a parent, I would be furious if I had to support child care costs for other people.

We would be very interested in the services, both of us are employed by BGSU.

This is an important issue and it is good to see the University taking some steps.

I do not feel that those individuals who do not have children should have to pay.

Make the system a pay-as-you-play one. Please do not require the rest of us to shell out more of our already overly small paychecks!

Let them pay for their own baby sitter. I paid for mine.

Stay out of the child care industry.

I think it is important for a large organization like BGSU to have a child care capability. I would volunteer time if I had children, but at this time I am not ready to make a commitment for children.

I currently have no need for a child care facility, but I think it is imperative that BGSU make such a service available. I would be willing to help support such a facility as I think many other non-users would also.

Because I am not yet a parent. I have nothing on which to base my responses. However, I am quite aware that there is a commitment and a sincere interest on the part of many University community members to support child care. The less than enthusiastic response of our administration in the past has been perceived as a sincere lack of interest. In a day when morale is waning, wouldn't it be good to meet our employees' needs?

I think program would be doomed if mandatory contributions from all employees were put in place. Only those employees using the facility should be required to pay for it.
Whatever happened to previous surveys, studies and plans? You are not serious this time either! Why do you waste my time?

No one helps us or supplements our day care costs, why in the world should I supplement someone else's? The center will need to be self-sufficient and/or depend on grants, etc.

I support the idea that BGSU help support child care facilities (space & organization), though I think the service should be financially supported by those who use it via fees.

Even though I have no children, I believe BGSU should support such a facility.

The University should have a day care center.

I don't think much of P.J. Olscamp or Phil Mason!

Build a new golf course clubhouse.

What about type of service/care or must we remain focused on cost?

On campus facility would allow me to be near my son. I am very concerned that this survey focuses almost exclusively on cost. There are so many other aspects that must be included in this type of survey.

Costs should not be disbursed to all employees, only those using it should pay!

University should provide a day care facility, but the people who use it should bear the expense. How many committees do we need to study this need, seems like a new committee is formed each year.

University should provide a day care facility, but do not agree that everyone should pay for it. If everyone is paying, where is the fee going that the parents would pay?
Do not burden those who have no use for this with payment in any form - this is not an employee benefit!

It's time the "Administration" recognized this is a real need. There is State money - just look harder Dr. Olscamp.

Day care desperately needed on campus.

I prefer not to have any wage deductions taken from my wages, I have no children/grandchildren who would benefit from this.

I don't want to be involved, especially on the financial end of it. No children who need day care.

Employees should not have to pay for this facility. My child care will end after 12 years, and I would not be willing to start paying for other peoples' child care.

Concept of on-site day care is wonderful, it would be very convenient for the staff. I don't know how the University can subsidize it with budgets being what they are.

No, I would not like to be involved at all.

I think it is necessary and achievable. I would be willing to help pay for it although my children are grown-up.

My children are grown, I would not be in favor of paying for child care for others.

Do not need child care, but I strongly support making day care affordable and assessable on campus. Facility should be self supporting and available on an as needed basis, not a structured 8-5. M-F basis. No employee dollars should be used as a mandatory charge, it should be a pay as you use premise.

I'm tired of "hearing" about this. I wish you'd do it or stop talking about it.

Get this going before my child is too old for day care.
I believe this survey is geared towards money being the overriding factor in child care. However, many of us would be willing to spend more if the facility was worth it. Questions such as #8 and #12 are not necessarily yes or no.

With a university like BGSU in a community such as BG, I think it is socially irresponsible not to have a very active day care/child care program. In addition, with the teacher education BGSU offers, a day care/child care center would be an opportunity for education students. Again, BGSU should take such a proactive position in the community, and please do not use we can't afford it as an argument. With the construction, remodeling and emphasis placed on athletics, not affording a day care center isn't logical. BGSU has a community and social responsibility.

Child care needs to be supplied by the University (space and related space costs, utilities, etc.) Under no circumstance should the general University population be "taxed" to supply such services to a portion of our students and employees. Those not using service should not bear, directly, any costs.

BGSU is behind the times - start a day care center.

Child care facility needed but should be responsibility of those using it, not society.

Day care should be incorporated into the University (especially for the educational value). Those not using it should not have to pay for it.

Day care needed because of the problems co-workers have in obtaining and keeping good, responsible child care givers.

Mandatory payroll deduction for employees not using facility is objectionable. No University funds should be used for the facility or maintenance of it. Ones using it should pay for it.

I think it is long overdue!

Very disappointed in your survey: This group has certainly lost track of this individual's priorities.

With a child care facility available for employees, maybe there would be less absenteeism. The rates should also be affordable.

Not needed by me, but many of my co-workers seem to have the need for it.

Staff not using facility should not be expected to pay for it. Should be on a pay per use basis.
I think BGSU should try to provide day care services for staff and students as economically as possible. Why couldn't it be coordinated with Applied Human Ecology - Child Development for ideas/support. Grants from OBOR and federal grants.

If the object were objectivity, the survey instrument might have recognized that many of us have no need for, nor interest in supporting child care at all. The omission of any such general questions as "Do you think this is a suitable enterprise for BGSU?" ensures that only beneficiaries of the service will respond. This is more self-serving than "scientific".

Child care is long overdue at the University. My children are no longer in need of daily services, but this is a most important issue. There seems always to be money for projects that the administration deems important. Let's find money for this without asking employees to help pay for "construction". Fees should cover "maintenance" of a nonprofit center.

So many universities across the country offer child care facilities - why is BG so far behind?

I no longer have dependent children at home, but I hope that the University, after all these years of discussion, will finally get around to providing this service for those who need it.

I think that the University has an opportunity to really make an affirmative effect on employee morale - this could be a step toward better productivity and it also has social ramifications (latch key children) is the rule instead of the exception. I think this is a good idea.

I would not use the facility if my children are sick, they should be with parents not strangers. Workers with young children should not be penalized from supervisors for work missed if legit, and should not be discriminated against in other areas such as job interviews. This does happen.

I feel very strongly that if you do not have children in BGSU child care that you should not have to pay. Between wanting us to pay for parking, the obscene increase in health care costs, especially family coverage if there are only 2 in your family, and this - we may soon be paying the University for the privilege of working there.

Parent responsibility - if available - should still be parent's responsibility. Children should only be there when parent's are working (not for students) and not free babysitting.
By the time something is decided about day-care, those parties stating the need will no longer have children within day-care age group. Therefore, the statistics will not relay valid information.

A great idea - but let's have the people who use the service pay for the service. Thanks for your efforts!

A group for children to age 14 would be great - activities, camp at a reasonable price -- $100 weekly or less. We need more help, quality child care.

I feel that at the current time when health care insurance costs are completely out of control that it is completely out of line to ask employees to contribute money for a child care facility. It has been my choice not to have children, but if I did have children, I would not expect others to contribute towards the care of my child.

At this time, I have no children but we are planning to do so in a few years and I would feel much more secure with my children being cared for here on campus. I think it would be great if it could be deducted pre-tax from our paycheck.

I feel this is something that is long overdue. Not only would it help the faculty, staff and students, but it would and could be a great learning tool for our students in the education or health fields.

I feel there are more worthwhile projects that Classified Staff Council could be working on - like finding a way to reduce the cost of our health care insurance.

Is child care more important than elderly care?

With world population estimates approaching 11 billion in 70 years, I don't think the University needs to encourage breeding.

It's a good idea, if feasible, but should not draw resources from our primary mission, educating college students, and all should not be taxed for the needs of some.

I think it would be wrong to make the students pay for this facility. We don't need it (except for a small minority), so it should be paid for only by employees who use it.

Sounds fine, but I do not have kids, and I do not wish to pay for the kids of others. I would only support a self-supporting program, i.e., one with no tax or university funds used.
Why do you keep sending this survey? By the time it's implemented, the people answering it may not have the need.

Day care center owned/operated by University should be totally self supporting by those using it. In no way should any University funds be used for this facility.

It amazes me in this day and age that a State college of this size does not have on-campus child care -- and I said this years before I had a child.

I wouldn't support it because you would only be deducting from the payroll of the people who work for the University - it isn't fair!

Child care expenses should be assumed by those using them. University should not have to assume even the indirect costs. I assume the results of this survey will be compared with those of recently completed surveys and discussions. Also, there should be coordination with current actions at State level regarding changes in certification (licensing).

This is an excellent idea - but, if you try to make everyone pay for someone else's kids, you are opening yourself up for a big lawsuit -- believe it.

I've had previous experience with a child care provider. Amounts in excess of $45-$50 does not guarantee anymore substantial care. If payroll deductions are made, I would be willing to support it, because I believe in the cause and need.

I filled out a very lengthy survey 14 years ago. I think it is time we do something about this problem and not wait another 14 years.

Some of the questions on the survey already indicate that child care is defined as a luxury and not a necessity.
I definitely see a need for a day care at BGSU, but the people who use the service should pay for it just as they are now paying for child care. There are also classes on campus that could use the center to give students some practical experience.

Whoever has children in the day care should pay for it. Everyone shouldn't be made to pay for someone else's children.

This service is too late for me - why is the panel all male? A little discriminating isn't it?

This is most likely a waste of time. The University has been talking about this for years.

Employees who use the service should pay for the service. It is a benefit just to have the option and convenience - it doesn't have to add to the deduction burden all of us are currently experiencing. I'm a new single parent and couldn't afford another thing taken out of my pay for a service I don't need. Why are all of the committee members male?

Provide after school care on a drop in basis or regular basis. Be flexible.

I feel this should be a shared effort and a perk for University employment, especially since we have been limited in so many other areas, i.e., pay rates, paid travel, etc. Care is needed for many after or before school, please keep that in mind and fix rate appropriately. Thanks for your effort!

The need for a child care facility is obvious. This survey will not address a key issue - how to attract potential students with children since they are not sampled.

If the University provided day care, I would enroll in classes. Also, make buildings child friendly (e.g., changing tables in bathrooms, particularly in Rec. Center.

My children are at home with me. If there was a safe and convenient place on campus for my children to receive quality care, I would very eagerly enroll at BGSU.

I am not in favor of anything that pre-tax or otherwise related to the support of child care. I am not in favor of having to pay for the care of someone else's child/children. I will fight this as much as possible. I pay for their children to go to school and I don't intend to pay for their child care also!!!!

Get day care now. Get grad student housing now. Get the control of this town away from the landlords.
Even though I don't have kids, I strongly support on-site day care services. Base the rate on income, sounds good. Make it economical for students with limited income!

Maintain a supervised child care facility with the opportunity for education related activities both for the child and any student related activities at a minimal cost.

Please consider this issue not only in terms of finances, but also in terms of employee morale and public relations.

Set up a day care center or provide space where a sitter's network could operate from.

This survey only takes into account those currently needing child care and ignores those who are planning to have children or have had to postpone having children because they cannot afford the care necessary while in grad school. One of the least attractive things about BGSU grad school is the lack of facilities for married grad students!!! I feel very strongly on this issue.

BGSU needs to provide child care on campus to ensure quality work from both workers and students. Jump into the 21st Century and prove a "parent friendly" campus for all!!!

BGSU could start a child development program which would certify day-care workers while at the same time fulfilling campus day care needs (like OSU branch campus).

Quit talking about this subject and do something, or decide to let the private providers take care of the need. With the emphasis on families/children/education, etc. today, the University should provide leadership and be a proactive role model in helping pave new directions and programs. Seems as important as "Intramural Palace" to me!

Private companies, churches and community coops are helping by doing it all now.

I think BGSU should promote child care in communities for its employees but do not feel it should provide child care.

Promote more and better child care in BG, but BGSU should not be responsible to provide it.

Provide sick child care! I can never find someone to teach my classes on short notice when my child suddenly gets flu or strep throat.
This survey is loaded in favor of this center. I have no objection to such a center, but it should not be financed by those who do not use it, nor should it be financed by any University money which could be used for salary increases or operating budgets! If this survey approach is really intended to be the "big push" for a facility, I wouldn't blame the Board of Trustees for ignoring it - or many BGSU employees for not bothering to fill it out.

If any summer care would become available, I would seriously consider changing day care providers.

I do not currently have children, but feel very strongly that this University should be providing that service. Over 20 years ago, my undergraduate school had a day care run by the education majors/department where the students were also able to get early childhood experience. I was shocked to find that BGSU was so behind the time. This is an important issue.

If costs are kept in line for users of the service. Could be great offer for employees if hours were also expanded to cover night classes.

Provide programs for summer as well as for fall/spring - allow for flexible enrollment by semester.

It should be supported by University and employees participating in program.

I think that those who use the service are the ones who should pay for it.

If the city (private) day care centers have excess room, why should we compete at a cost of $1M - $1.5 M and accept liability?

You will need to be sure that the center is accredited (as opposed to licensed) and that you pay the professionals a decent wage (not $8/hour). The budget I saw from an earlier proposal for a center at BG allowed more pay for the custodian and cook than for the full-time professionals. Is this all our children are worth?

Child care is up to the parent(s). Having children is a choice and it isn't up to an employer to provide facilities or cost. No one talks about helping people care for older parents, etc. What do other people get for having made the sacrifice/choice of not having children, a tax break? Not!

Could use summer care, school vacation days or snow and fog days off or delayed hours before and after school care as well as taking them to school and picking up after school.
I would support child care facility, don't know if co-workers without dependent children would want to. Could use before and after school/pick up and drop off at school time. Also some type of summer child care for school age children or care on snow days or vacation days or fog/ice delay days.

At a time when health care is such an issue, I am upset to think that allotted money could be used for this, and without a raise for the past 3 years the raises we did get now are going for higher insurance - it is hard for me to digest.

Let's get our priorities straight. There are excellent facilities in BG if guidance is offered. Instead of a day care, offer a service to help people find good day care.

University should stay out of the child care business. The cost (start up, etc.) would be too high for the number assisted.

I don't think that those of us without children should take on the financial responsibility for those who have chosen to have children.

No one that does not use this child care should have to pay for it.

I do not favor collective support of this service. The full cost must be supported by users with no involuntary contributions from non-users.

The University needs to revise its concept of support. Lack of quality child care, pushing an even greater burden on the employees to finance a self-funded health care plan, and overall non-competitive wages for large numbers of employees is creating a public relations nightmare - not to mention a serious problem with morale!

I don't think it would be fair to mandate anyone to contribute to child care who do not need this service. I do feel it would be a wonderful service for employees in need of day care, but they should be the ones to support it.

I am all for a facility. It would reduce the number of small children in the hallways on snow and fog days. I think it is unfair for faculty to bring children in and expect staff, students, or other faculty to entertain them.

I'm past the stage where a child care center could be of use by our family, but I support the idea and think it would be most helpful for many people, both at the University and in the community.

This questionnaire is very one sided toward someone who has children. A space could have been added to include "not applicable or
I think a child care facility should be available on campus to employees and students, but those who use the facility should bear the cost. Make it part of our United Way donation dollars, but additional funding through payroll deductions is not acceptable. Such a facility may increase enrollment of parent-students. Is this another case of wanting "something for nothing"?

I would resent paying for child care especially since I raised my child alone from age 8 without assistance.

I paid out many dollars in child care while my children were small, I am not interested now in paying for child care for others.

It's about time the University wakes up to the dawning of the 21st Century and provides a facility to meet this need. If other colleges and businesses can provide this service, why can't BGSU?

I feel there is a real need for this service, however, I absolutely do not feel employees with no use for this service should be expected to help fund this. We've raised our children and paid for child care, this is something each family should be responsible for.

Making everyone pay is stupid. It's another example of the total lack of management ability of central administration. Do it on a user pay basis or provide it as a benefit.

The child care facility is a great idea; however, the ones using it should pay for it.

I think a BGSU child care center is a really good idea. People would probably come to work more and be more productive knowing they could visit their child at lunch and knowing their child was being taken good care of without worrying about a baby sitter calling in sick.

I believe a child care center would be great but feel that only those that use it should pay for it. You only get insurance if you pay for it and the same should apply to day care.

I think the problem with child care is that it is so expensive. Also, a lot of places make you pay whether your child is there or not.

I would like to be able to have an on-site facility where I could see my child during the day. My main concern, as with all day care facilities, is in the quality of the providers, high turnovers, quality programs, etc. The reality, of course, is that day care providers are not paid what they should be paid and therefore the problem of education providers and high turnover continues.
no children". Have two parts to the questionnaire one for people with children and the other part for the many students on campus without any children.

Several years ago we used the Child Development Center on campus for part of our day care and we were absolutely please with the arrangements. We would have liked it better if our child could have stayed the whole working day.

Child care - YES. Payment by non-user - NO. There should be a user fee based on income, with funding for some users coming from other agencies, i.e., ADC, welfare, etc.

We are considering having a child and if we do, we'd be very interested in having child care available on campus.

If BGSU is to continue serving students, faculty and employees who are parents, quality child care must be available. If the indirect costs of not having child care were computed, the direct cost of such a service would not seem so overwhelming.

Quality care, sick child care, and convenience for the parents is what the University should provide. Only the parents who use the facility should be expected to pay for it. Survey will be worthless because it will not show who wants day care, only who don't want to pay for it. Do more than half of our employees have children? That will also skew the survey results.

It is unfair to ask people whose children are grown or who choose not to have children to pay for child care. Those families who chose not to use BGSU child care would be paying twice. Mandatory payroll deduction is not fair.

Due to no cost efficient alternatives, my daughter stays with grandparents 80 miles away, I spend weekends with her. If there was quality and timely care, I would be able to have her here with me.

At this time I have no children. However, would like/need this service in the future. Also, I know of fellow employees who need the service. Work is affected by child care problems.

It's nice to see that BGSU as an employer is finally addressing this pertinent issue!

Not fair to ask people who do not have children, to help support facility they would have not use for. It's like asking all employees to buy a membership to the Rec Center even if they cannot go.
ONE STUDENTS CONCERNS - NOT COVERED IN THE SURVEY

- in question #16 whether or not employees had to miss work: Yet there was not a space for the responding student to indicate a number of missed classes.

- it was also stated several times that some day care is done on a pay per hour rate rather than a daily or weekly rate as was asked for in #6, #8 and #11. These responses pointed out that their child care needs were sometimes irregular or only needed for an hour or so at a time - not full days.

- students were also replying to question #9 when in fact that question could only help the student by making the BGSU employees pay.

- the time blocks represented in question #2 where longer periods of time than they would need child care and the Monday - Friday section left no way to respond if you had a schedule that changes each day - thus many of them did not respond.

- it was not asked if the person answering the survey was married etc. and if that spouse was married and how much the spouse contributes to the child's care.
November 16, 1993

MEMORANDUM

TO : The Faculty

FROM : Benjamin N. Muego
       Chair, Faculty Senate

RE : Meeting with University Officials on Health Care Plan

On Friday, November 12, 1993, the officers of the Faculty Senate, and Professor Robert A. Holmes of the Department of Legal Studies, met with Dr. J. Christopher Dalton, Vice-President for Planning and Budgeting and Mr. Robert L. Martin, Vice-President for Operations on the new Health Care Plan. You will recall that on October 5, 1993, I asked Professor Holmes to examine the University's plan to modify our Health Care Plan, in the context of paragraphs 5(b) and 7 of the "1993-94 Contract for Faculty Employment." Paragraphs 5(b) and 7 provide "seriatim, that "... the University shall continue to provide ... all fringe benefits currently offered by the University and give adequate notice of any changes in these benefits..." and that "revisions and amendments will be incorporated as necessary but will not become effective until the next contract." [Underlining supplied]

At an on-call meeting of the Senate Executive Committee on November 9, 1993, Professor Holmes reported his findings as follows: (1) the central administration cannot alter or modify the faculty's Health Care Plan, "without adequate notice," in the middle of the current contract year; and, (2) that until the expiration of the faculty's current contract, the fringe benefits (including health care) "offered" by the University and "accepted" by individual members of the faculty ("appointees") at the beginning of the current contract year remains valid and in full force.

In response, Dr. Dalton and Mr. Martin informed the officers of the Faculty Senate that the University's legal counsel had examined the proposed changes in the Health Care Plan thoroughly and assured University authorities that these were in order and in substantial compliance with American contract law. To avoid any possible "inadvertent lapse of coverage," however, the Office of Personnel Services will try to contact all faculty and staff who have not made their selection (i.e., Plan I, Plan II, Plan III or no coverage) by the specified deadline of November 15, 1993. Those faculty and staff currently enrolled in the Health Care Plan who fail to return their new enrollment forms by November 30, 1993, will be automatically enrolled in Plan I, the new plan option which most closely resembles the current plan. Finally, Dr. Dalton promised to relay Professor Holmes' request to meet with the University's legal counsel to the proper authorities.
MEMORANDUM

TO: Benjamin Muego
    Greg Jordan
    Bob Kreienkamp
    Jason Jackson
    Anupam Trivedi

FROM: John C. Moore

DATE: November 17, 1993

RE: Child Care Survey

I hope by now you have had the opportunity to meet with your teams and analyze the results of the survey. Now it is time for all constituent groups to come together on Wednesday, November 30 from 1:30 - 3:30 to consolidate the information and put a report together for the President. I would like to have this final report on his desk the morning of December 6th.

If you cannot make the meeting, please assign a member(s) of your team to attend and report. Thanks.

JCM:mmb
xc: Walt Montenegro
December 1, 1993

Memorandum

To: John Moore  
Personnel Services

From: Pat Green  
Chair Elect, ASC

Re: ASC Comments on Child care Survey

Following are the results of the Executive Committee of ASC discussion of the child care survey:

- There definitely is a need for a child care facility on campus
- People who use the facility should be the ones to pay for it
- Before and after school drop-off is a perceived need
- Sick children should not be included
- Weekend use does not appear to be needed
- The price should be moderate
- What are some alternatives for a joint university/community child care center

ASC looks forward to helping in the next steps of making a child care facility a reality.

cc: Greg Jordan  
ASC Executive Committee
MEMORANDUM

TO: Benjamin Muego, Chair, Faculty Senate
    Greg Jordan, Chair, Administrative Staff Council
    Bob Kreienkamp, Chair, Classified Staff Council
    Jason Jackson, President, Undergraduate Student Government
    Anupam Trivedi, President, Graduate Student Senate

FROM: John C. Moore
       Executive Director
       Personnel Services

DATE: December 13, 1993

RE: Child Care Survey Update

I have really enjoyed our sessions. You or your representatives did a great job helping with the Child Care Survey. Your input was open, honest and really shows your concern for your constituents.

The results of the survey indicate a need for a child care facility to accommodate up to 200 children from infancy up to 6 years of age, and with the provision of care for older children from 7 to 12 years of age based on enrollment of the younger children not to exceed the 200 child limit.

Based on the survey results it is recommended that Bowling Green State University take the following actions:

- Proceed with cost estimates for the erection of a facility that conforms to state standards, the placement of necessary personnel to operate the facility, liability and insurance costs, etc.

- Make contact with the Ohio Board of Regents regarding the availability of grant funds to help cover the cost of establishing a child care facility (present grant funding for such a facility amounts to $250,000).

- Establish activities with the Board of Regents to raise the additional funds needed to establish a child care facility on campus. It is estimated that total costs to erect a facility will be in the neighborhood of $1,000,000, +.

Thank you for all the help. Let me wish you and yours a very Merry Christmas and looking forward to working with you in 1994.

JCM:mmb
December 2, 1993

Memorandum

To: Members of ASC

From: Pat Green
Chair-Elect

Re: Child Care Survey

Representatives of all constituent groups met on November 30 to share the analysis of the child care survey. I attended the meeting for Greg as the representative for ASC. The constituent groups agreed that the survey indicated the need for a child care facility on campus. Most of the conclusions from each group were very similar. Following is a compilation of the results from the groups:

Graduate Student Senate

- 191 indicated they would take advantage of the facility
- The need is for age range 18 months to 12 years with the biggest needs in the 4 to 12 year category
- There is no weekend need
- Facilities should address issues of special needs
- Average amount people are willing to pay is $65
- Hours should be 6 am to 10 pm
- Needs change in summer and should be addressed according to university schedule
- Conclusion is a need for care that is low cost with easy entry and exit
- Should try for 3 years and scrap if doesn't work
- Check out private firms that might want to set up a facility on campus

Classified Staff

- 18 months to 12 years
- 78% of respondents in favor of facility
- $60-$75 is the range per week
- Care of sick children would add to the cost
- Need to start small with facility and then expand as needed
- Should be evening hours

ASC Executive Committee

- There definitely is a need for facility
- People who use it should pay
- Need for before and after school drop-off
- Should be evening hours
- No weekend need
- Moderate price
- Explore opportunities for joint community/university venture
USG
- Ages 18 months to 12 years
- People who use should pay
- Should be full day through evening until 9 or 10 pm
- Monday through Friday, possibly Saturday
- Look into volunteers such as senior citizens, groups on campus, Big Brothers or Sisters
- Have facilities for disabled
- Users should pay
- Average cost $62.50 per week
- Care for sick children
- Summer reflect academic change
- Perhaps an hourly pay option for those who do not need all day
- Child care facility would help in recruiting faculty, staff and students to BG
- Should be a state-of-the-art facility that provides everything possible

Faculty
- Survey shows support for children of all ages
- Average pay $60-$80
- Should be paid for by users
- Use resources in Department of Applied Human Ecology
- Explore all possible sources for start up funds from state, federal etc.
- Perhaps there could be a referral service from the facility to assist families at time the facility is not open - i.e. coordinate with student employment

John Moore and committee in Personnel Services
- 474 in ages 18 months to 6 years are interested
- 198 in ages 7 - 12
- About 200 would actually use facility
- Special needs would be costly
- Have to get legal opinion about compliance with ADA
- $67- $73.50 is average cost
- There is a need for ages 4 weeks to 6 years
- Ages 7-12 should be considered
- A facility for 200 should be built
- With 200 children and 35 square feet per child the building would be 7,000 square feet not including administrative offices
- Cost of facility would be about $1 million
- Income would be about $700,000 per year
- The university should start looking for grants right away
- The facility would be a plus for recruitment and retention

John is taking the combined results from the survey to AD Council on Monday, December 6, with the recommendation that a new committee be formed to examine the numbers and come up with a plan. He would like the committee to start work right away and develop a plan for a basic child care facility that could be added onto in future years. He hopes to have a plan that will be approved at the April trustees meeting.
On December 3, 1993, a report was received from the committee investigating the need for a child care program at BGSU. Recommendations from their report included the need for a facility located on University property with capacity up to 200 children. Construction and associated start up costs were estimated at $1,000,000.

The University is continuing to search for sources of funding for construction and start up needs.

Among the options being explored is that the University provide land in return for a private operator providing both construction and operation. Although earlier requests for proposals utilizing this criteria were not successful in gaining respondents, efforts will continue.

A second option could be the construction of the facility by the University, which would then lease it to a private care provider.

The following are potential resources of construction funds to allow us to implement this option.

Plan A - $1,000,000 fundraising from private donors.

Plan B - $500,000 through fundraising and a $500,000 match from the OBOR-managed Child Care Grants.

Plan C - $1,000,000 Capital Budget request through OBOR Higher Education Allocation.

Plan D - $1,000,000 from State Capital funds not allocated through OBOR.

Plan E - $1,000,000 OBOR Sale of General Revenue Bonds.
Plan A

Although some private donors might have an interest in giving for the purpose, we do not believe it appropriate to redirect our fundraising efforts from the current program for this purpose. Our primary fundraising goals should remain focused on academic support. We also do not believe funding in this amount is attainable through private sources at this time for this purpose.

Plan B

BGSU has submitted a grant request to the Ohio Board of Regents for $500,000, to be considered in the FY 95-97 Higher Education Capital Appropriation Bill. If we are successful in this effort, then our local funding described in Plan A or Plan E would be reduced to $500,000.

Plan C

This was included in our FY 1995-2000 Capital Budget request to OBOR as priority #9, approved by the Capital Budget Advisory Committee, University Administration and University Board of Trustees. Its funding was not included by OBOR in their recommendations to the state legislature.

Plan D

Opportunities for funding from this source are limited to legislative or Executive recommendations for funding outside of the higher education allocation. Odds of success by this route are not high.

Plan E

The University could create a long term debt through bond sales. Retirement of the debt could come from income to the Child Care Center or operating budget commitments from the University's I&G budgets. This alternative may not be cost effective since it would be a small bond issue with some softness in revenue flow. We are carefully exploring this alternative.
Efforts to provide funding to meet the child care needs of the University community must and will continue. We will periodically report to the community on the status of these matters.