



Faculty Affairs Committee Meeting Minutes

February 17, 2016 12:30-1:30pm CP 303

Present: Margo Bergman; Marian Harris; Katie Haerling (via phone); Greg Benner.

Absent: David Schuessler; Ann Frost.

1) Consent Agenda

- a) The December 2, 2015 and January 20, 2016 Faculty Affairs Committee Meeting Minutes were approved.

Chair's Report and Discussion items

2) Diversity Component in Charge

The Revised Charge has been taken to Faculty Assembly Chair, Marcie Lazzari, and will be presented to the Executive Council in March. Then it will be taken to a full faculty vote in April.

3) Childcare Survey *Appendix A: Draft Survey*

Chair and Vice Chair of Faculty Assembly reviewed the drafted Childcare Survey. They requested that there be a rationale in the email that sends out the survey indicating the reasons for the survey. It is approved to be sent out with the addition of the rationale.

Administratively, student email listservs are still being gathered, Faculty Assembly leadership are meeting soon and will discuss the approval for a \$20 gift card purchased with the discretionary budget. Once the survey is created in catalyst, Faculty Affairs Committee members with pilot it before it is sent out to campus. Another deliverable of this work will be to add childcare resources to the Faculty Affairs website.

Laura Botello of replied to Marian and answered some of the questions that the committee had. She has been trying to track down another childcare survey that had been conducted a few years ago.

The hope is to get this survey out by the end of the academic year.

4) Childcare Centers *Appendix B: Childcare Centers information and link*

FAC member, Greg Benner, found information on Kindercare. This particular Kindercare is located in North End Tacoma and is at the higher end of the price spectrum. FAC Chair, Marian Harris, found information on Children of Hope. This childcare center is less expensive than Kindercare and Muse, and is located closely to UWT campus. Children of Hope Childcare Center also takes newborns. There is also a live page of places that UWT students have used before. There is a link (*Appendix A*) to a "Finding Childcare" page that lists Muse and the UWY drop in (for while exercising or at a meeting.) The list should include the website address for each of the daycare centers.

Potential site visit to Children of Hope (this center is also piloting STEM early education). Questions about 1 year old care verses 2 year old care price difference. Within the Children of Hope information, there needs to be a definition of "drop in" with availability and also define the age ranges.

Is there late-evening care at any of these centers? Is there space, then, to recommend that UWT has an evening care program for school age children? It would be on-site. It would be too much to start with on-campus infant care. The training required for watching school-age children would be a background check and volunteer experience. The committee could see this campus being able to fill this need. This is something to potentially recommend.

5) Our Childcare Aware of Washington Regions *Appendix C: Link*

The old directory of daycare centers doesn't exist anymore. Instead, one would need to inquiry regionally for a list of licensed daycares. The committee will include this in the report and recommendations document as a reference.

6) Pre-Tenure Track Clock Policy *Appendix D: Texas Tech example Policy*

The committee doesn't know of any internal policy or any policy within the faculty code that speaks to this issue. FAC will draft a proposed policy and will bring it to the executive council. There was a recommendation to look at other university models for this policy.

3. Please fill in this chart with the number of children you have in each category (put 0 if none). If you have any children in an age range, please also fill out the number of days and total hours per week they are in care, and how much this costs.

AGE RANGE	# of Children	\$ COST/CH	Days Per Week	Hours per week
Infant (Birth to 11 months)				
Toddler (11 to 36 months)				
Preschool (3 to 5 years)				
After School Care (K-6th grade)				
After School Care (7-9th grade)				

4. Please fill out this chart with the types of child care you WOULD LIKE to see offered.

AGE RANGE	Full Time	Half Days (5 Days a Week)	Partial Week (2-3) days a week	After School Care	Evening Care	Sick Care
Infant (Birth to 11 months)						
Toddler (11 to 36 months)						
Preschool (3 to 5 years)						

5. Are you satisfied with your current child care arrangements? Yes No
- a. If no, please explain why:
6. If you do not utilize child care services, what prevents you from using services? Answer up to three.
- Cost
 - Availability (i.e. no spaces in convenient care, age of children)
 - Location
 - Transportation issues
 - Hours of Operation
 - Other _____
7. Please circle the maximum amount you can afford to pay for child care PER WEEK/PER CHILD during the regular school year. Circle only one.
- \$0-\$50
 - \$50-100
 - \$100-\$150
 - \$150-\$200
 - \$200-\$250
 - \$250+
8. Are you aware of the new Childcare partnership with the Children’s Museum of Tacoma? Yes No
9. Are you aware of the services provided through or near the University to support families including:
- Childcare Assistance Program (CAP) through Childcare and Family Support Services? Yes No
 - Lactation Stations through Childcare and Family Support Services? Yes No

- c. Pregnancy accommodation through Disability Support Services? Yes No
 - d. Health Care through the Student Health Services? Yes No
 - e. Counseling through the Student Counseling Center? Yes No
 - f. Domestic Abuse prevention support through the Judson Family Justice Center? Yes No
10. Are you aware of any specific departmental policies regarding children, such as bringing children to class, missing class for childcare, etc?

Appendix B

Children of Hope Childcare and Learning Center
1937 South G Street | Tacoma, WA 98405 | (253) 573-0088

<u>TUITION RATES AND POLICIES</u>	<u>Effective March 1, 2016</u>
Infants	\$875.00 per Month
Toddler 1	\$775.00 per Month
Toddler 2	\$750.00 per Month
Pre-School	\$675.00 per Month
Pre-School (Not Potty-trained)	\$25.00 additional fee per Month
School Age	\$415.00 per Month
School Age (During Summer Months)	\$550.00 per Month
During Spring break and Christmas break	Fees will be prorated
Drop-In rate:	\$60.00 per day 4 hours or less \$90.00 per day 4 hours or more

<u>Part Time TUITION RATES</u>	<u>Effective March 1, 2016</u>		
	Toddler 1	Toddler 2	Preschool
2 Days	\$430.00	\$420.00	\$380.00
3 Days	\$520.00	\$500.00	\$460.00
4 Days	\$660.00	\$630.00	\$580.00
<u>School age</u>	School Year	Am or Pm only	Summer Time
2 Days	\$245.00	\$155.00	\$285.00
3 Days	\$295.00	\$185.00	\$375.00
4 Days	\$365.00	\$210.00	\$475.00
5 Days		\$225.00	

Fees
 \$30.00 late fee for any payment after the 5th of the month
 \$5.00 fee for not signing your child in or out
Late pick up fee the center closes at 6:00pm
 1st Offense \$2.00 per min 2nd Offense \$3.00 per min
 3rd Offense \$4.00 per min 4th Offense \$5.00 per min

North Tacoma KinderCare
635 S. Mildred Street | Tacoma, WA 98465 | (253) 565-1671

WEEKLY RATES

- Infants: \$288
 - (Youngest Age Accepted – 6 months)
- Toddlers: \$257
 - (Age 2.5 and up who are not potty trained)
- Preschool Age:
 - \$224 (Age 3-5, potty trained)
- No childcare for school age children

TIMES & DAYS OF OPERATION

Monday through Friday - 6:00 a.m. to 6:30 p.m.

Appendix C

Our Childcare Aware of Washington Regions: <http://wa.childcareaware.org/about-us/our-regions>

Appendix D

Stop the Clock Policies at TTU and TTUHSC

The following excerpts on stop the clock policies for tenure-track faculty are taken from the Regent's Rules, <http://www.depts.ttu.edu/oppol/>

TTU Stop the Clock Policy

Chapter 4, Page 6, section 3

"All time accrued in full-time service at Texas Tech University in a tenure-eligible rank will be counted in the probationary period. If unusual circumstances justify a suspension of the tenure probationary period to cause the years included not to be sequential, a request for an extension of the probationary period may be made to the provost. The request will be initiated by the candidate, reviewed and commented upon by the department/division administrator and dean, and forwarded to the provost."

TTUHSC Stop the Clock Policy

Chapter 4, Page 23, section e

"Extension of tenure-track probationary period. A TTUHSC faculty member may request an extension of his/her maximum probationary period (as set forth above) in order to accommodate the faculty member's duties in childbearing, childrearing, caring for a seriously ill family member, or other extraordinary circumstances. This period of time is explicitly not a leave of absence but rather is a defined period during which expectations for faculty performance are adjusted to reflect a faculty member's past or current circumstances.

The maximum extension that may be granted a faculty member is three years regardless of the combination of circumstances. A faculty member who is granted an extension of the probationary period will be judged and evaluated on the same basis and by the same standards as though there had been no extension.

(1) Parenting a new child. An untenured, tenure-track faculty member who becomes the parent of a child by birth or adoption during the probationary period for tenure may request a one year extension of his/her maximum probationary period to provide time to adjust to the demands of parenting newly born or adopted children. An application for a second such extension can be submitted upon completion of the first extension.

Requests for extensions of the probationary period must be submitted as soon as possible after the birth or adoption. If both parents are employed in an eligible position at TTUHSC, each of them may request an extension of the probationary period for each birth or adoption that adds a child or children to their family.

(2) Extraordinary circumstances. When faced with extraordinary circumstances, an untenured, tenure track faculty member may request an extension of up to three years of the maximum probationary period for reasons beyond the faculty member's control that deprive him/her of reasonable opportunity to demonstrate his/her ability and potential as a faculty member. Examples of extraordinary circumstances include, but are not limited to, care for a seriously ill child or family member, physical disaster affecting research materials, and exceptional institutional responsibilities.

(3) Procedure for requesting an extension. A faculty member who wishes to request that the maximum probationary period be extended should make a request to that effect to his/her department chair. The request should include a detailed description of the circumstances thought to warrant an extension. The chair of the faculty member's department shall submit a memorandum to the appropriate dean outlining the department's view on the validity of the request. The dean's recommendation is sent to the executive vice president for academic affairs for final approval. Appeals may be made to the president."