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On-Campus Childcare

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Resolution Calling for High Quality and Accessible On-Campus Childcare

WHEREAS, the Faculty Senate and Staff Council conducted a survey of all University Faculty and Staff regarding childcare and life/work balance and a majority of University employees see on-campus childcare as a priority of the University and a plurality (29%) of employees view it as a “very high priority”;

WHEREAS, the University has made diversity and gender diversity a priority;

WHEREAS, the University has significant gender gaps in STEM faculty, executive positions, and senior faculty;

WHEREAS, a large body of scientific literature shows that having children harms women’s careers in academia;

WHEREAS, female faculty members with children are a larger percentage of faculty today than a decade ago;

WHEREAS, female employees rank on-campus childcare a higher priority than male employees;

WHEREAS, the vast majority of employees report that childcare issues affect the performance of their department/unit at least sometimes and one in five employees report these issues affect department/unit performance often or all the time;

WHEREAS, many employees who are parents have difficulty finding quality, affordable care and often face long waiting lists;

WHEREAS, the majority of employee-parents are very interested (44%) or interested (17%) in on-campus childcare;

WHEREAS, the current University pre-school is approximately 55% more expensive than equivalent on-campus childcare at Mississippi’s other two research universities;

WHEREAS, the current University childcare serves only 3-4 year olds, the most limited age range in the SEC;

WHEREAS, the current University childcare does not operate in the summer, limiting faculty and staff’s ability to be productive two and a half months of the year;

WHEREAS, the majority of employees have “high” or “very high” life/work stress;

WHEREAS, a majority of employees rate the University as being “neither effective nor ineffective” or “ineffective” or “very ineffective” at helping employees manage life/work stress;

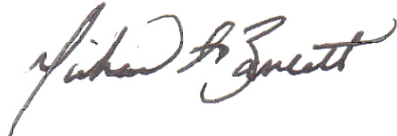
WHEREAS, women report having higher life/work stress;

WHEREAS, the University Staff Council calls for the establishment of high quality and accessible childcare;

LET IT BE RESOLVED, the Senate of the Faculty of the University of Mississippi calls for the establishment of a committee to create a program of high quality, accessible, and expansive on-campus childcare.

RESOLVED, this the 10th day of February 2015.

THE SENATE OF THE FACULTY

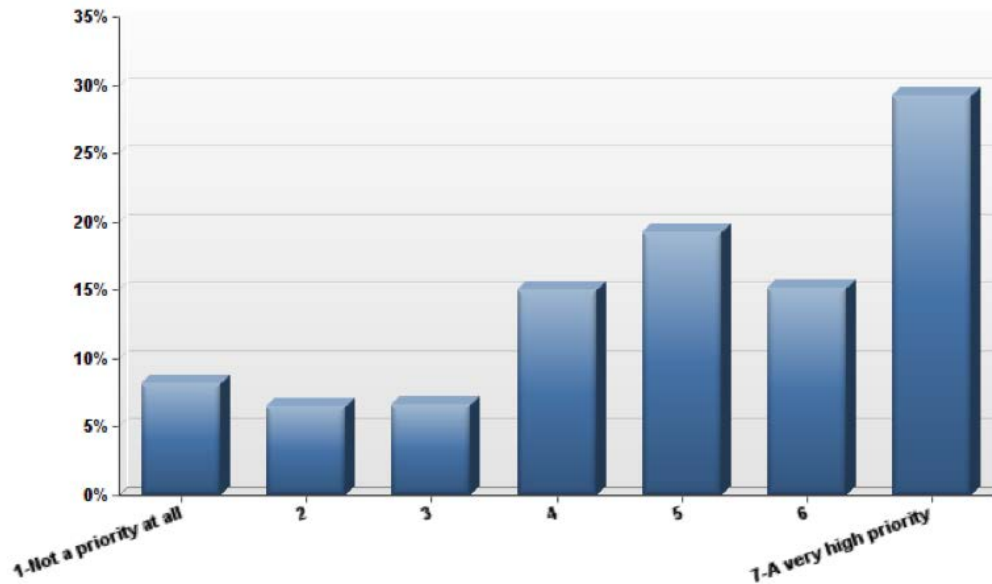
A handwritten signature in black ink, appearing to read "Michael Barnett". The signature is written in a cursive style with a large initial "M".

Michael Barnett

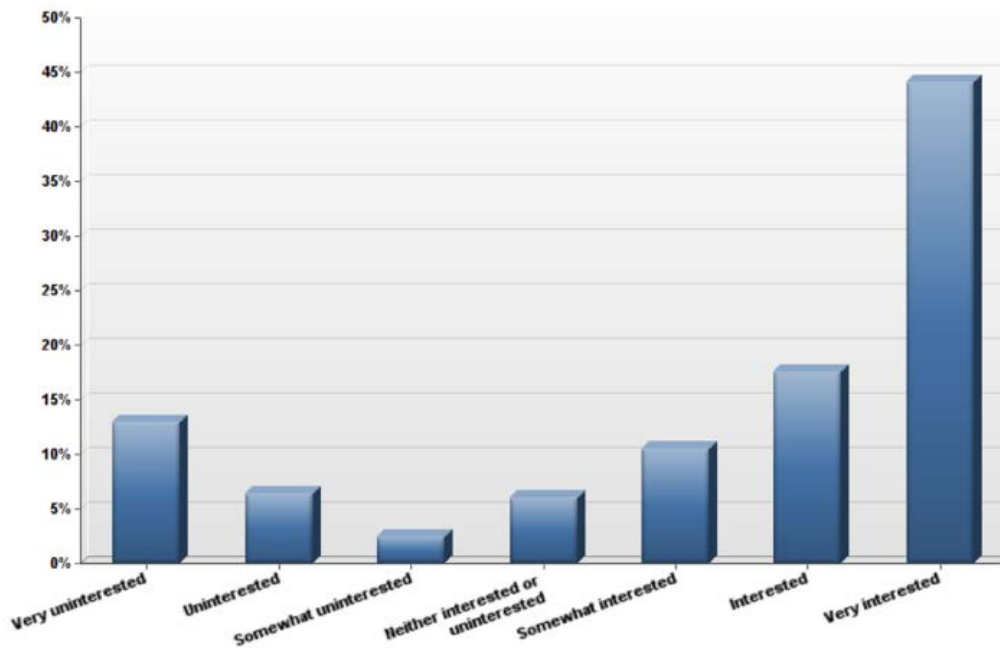
Chair of the Faculty Senate

Summary Results of Faculty Senate/Staff Council Survey on Childcare & Life/Work Balance

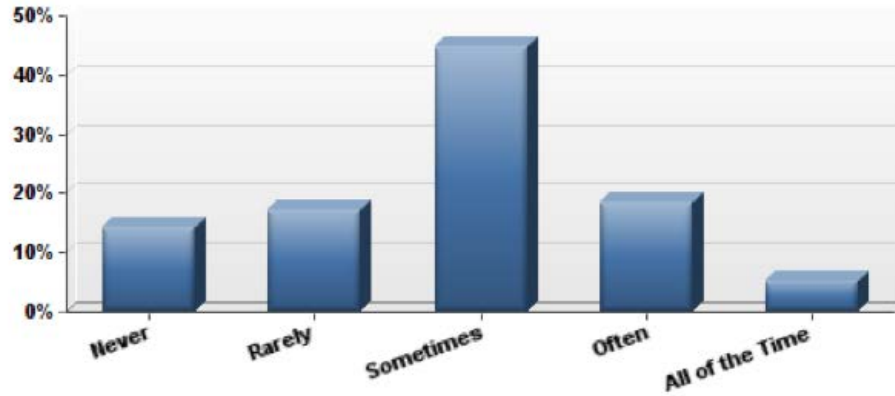
On-campus childcare as a priority of the University (all employees).



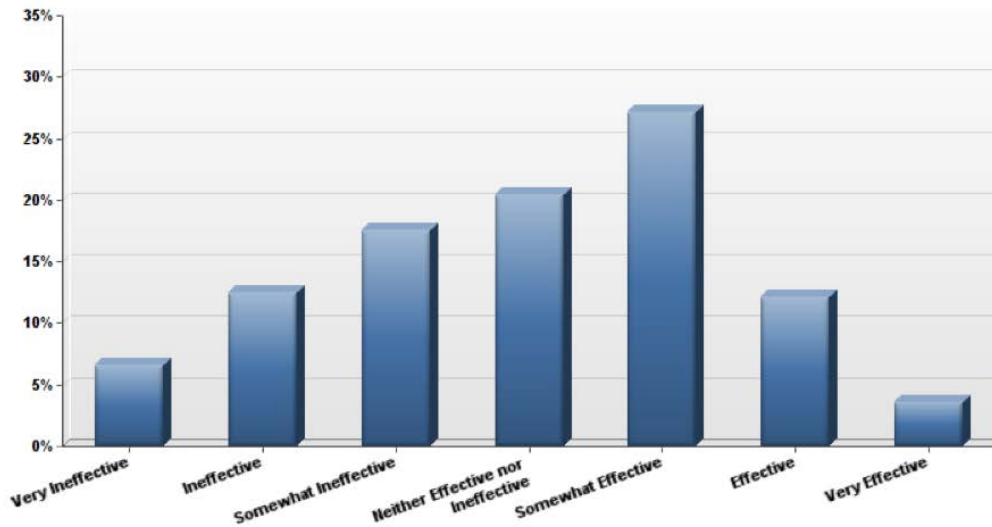
Interest in on-campus childcare (parents)?



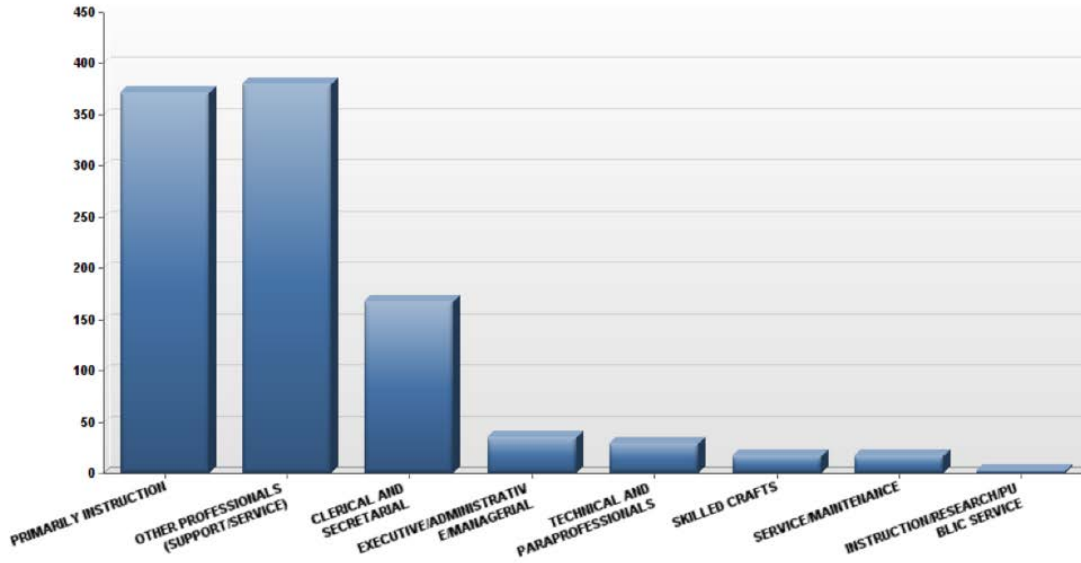
How often do childcare issues affect the performance of your unit/department (all employees)?



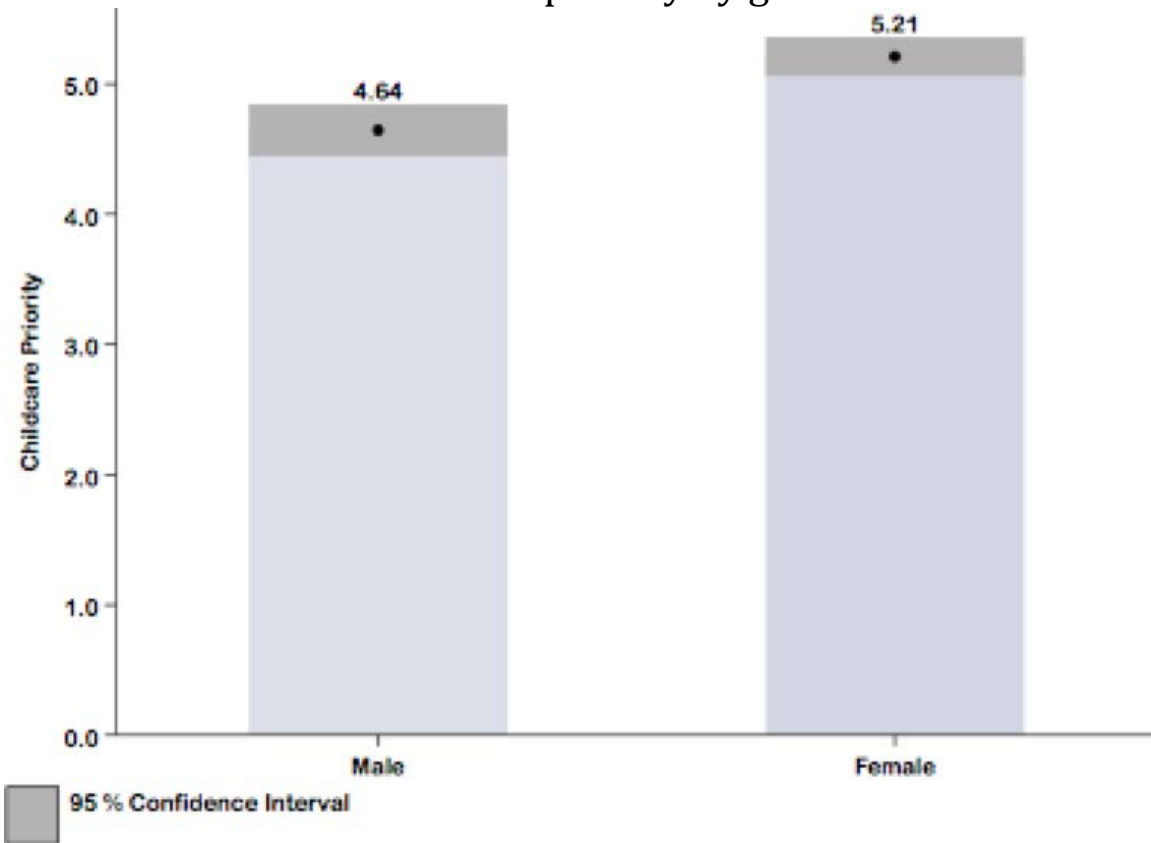
How effective is the University at helping manage stress (all employees)?



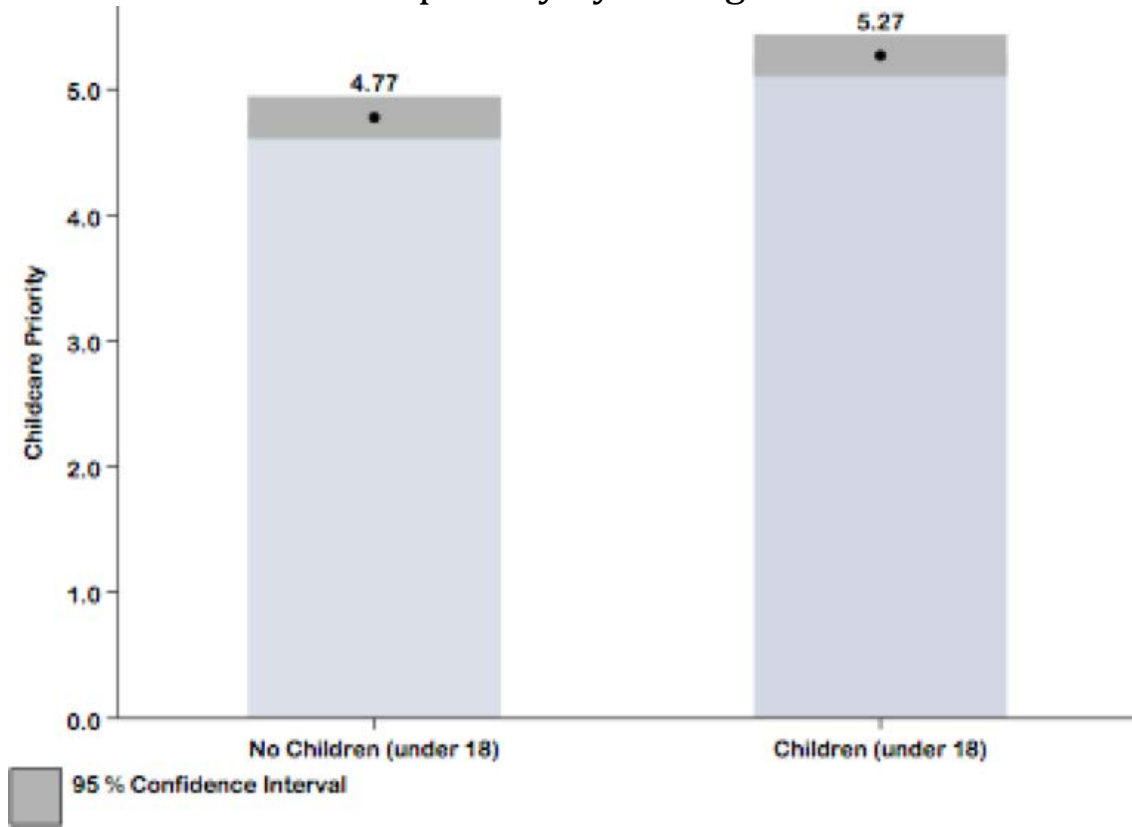
Job categories of respondents



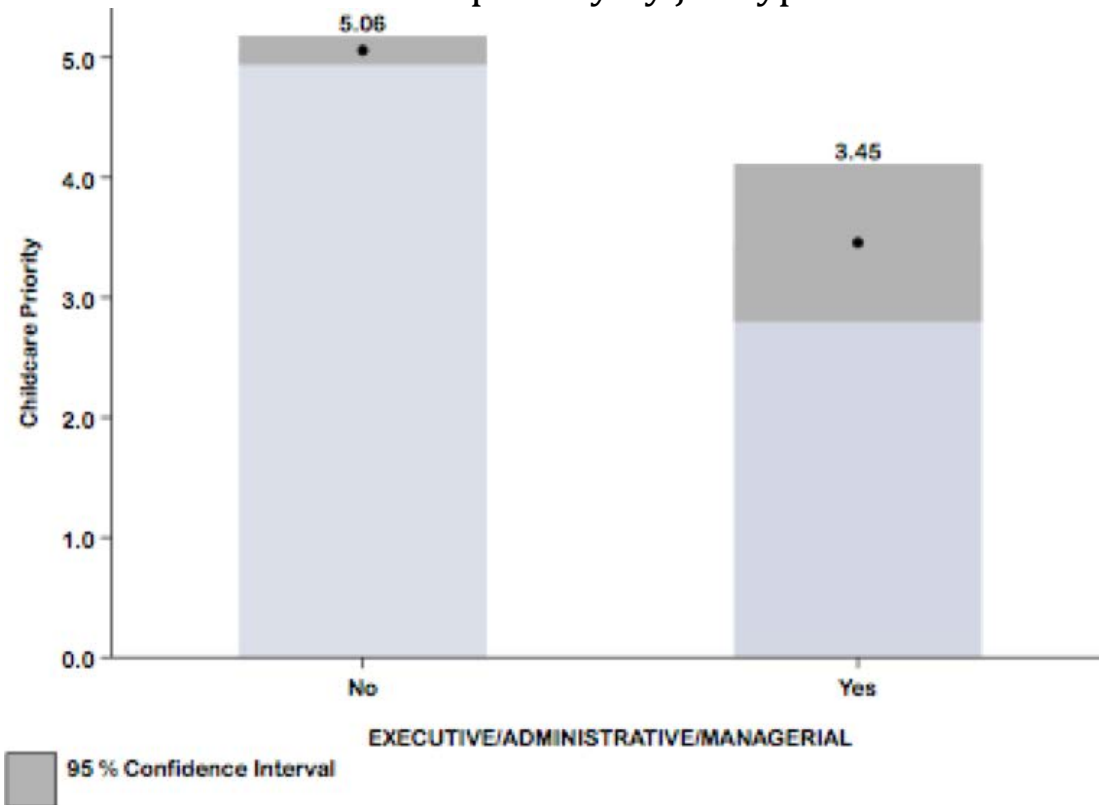
Childcare as a priority by gender



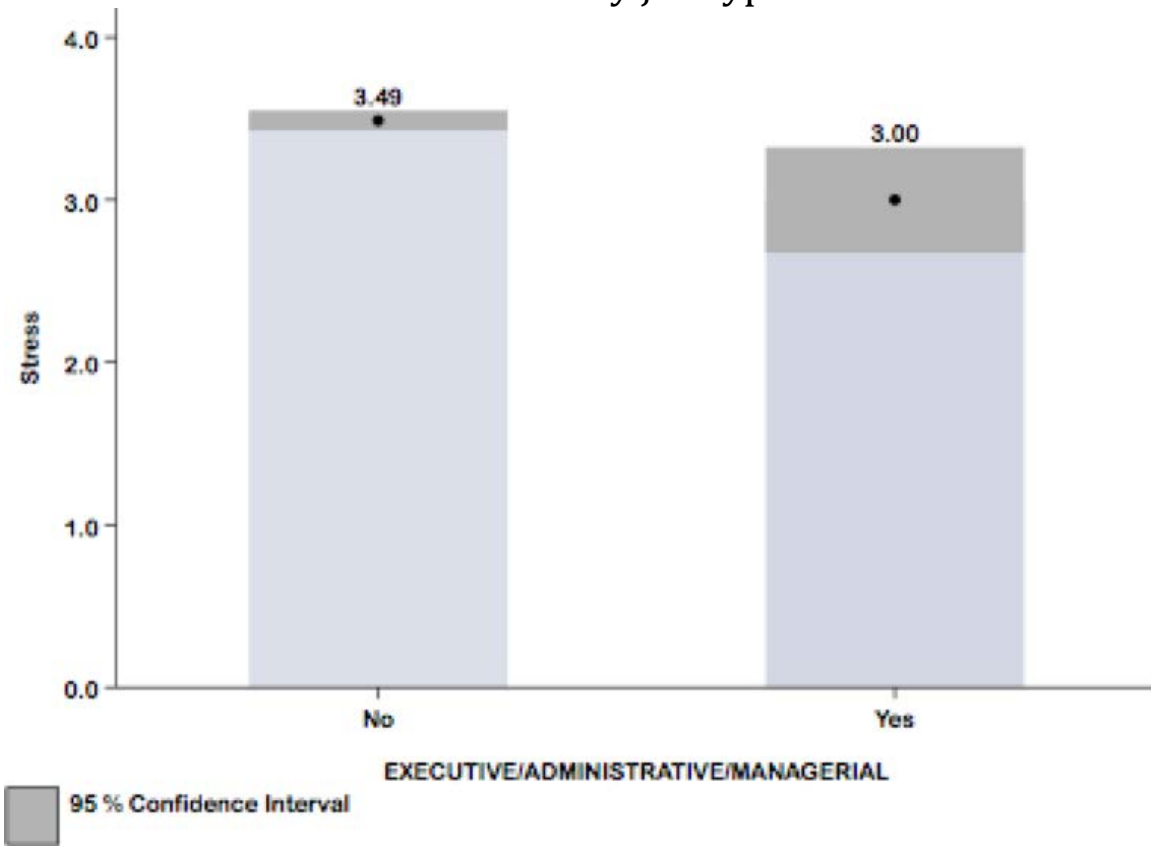
Childcare priority by having children



Childcare priority by job type



Stress level by job type



Effect of gender, having children, age, and executive job type on childcare as a priority

