

**Undergraduate Student Constituency Report
Virginia Tech Board of Visitors
November 4, 2018**

Presented by Rachel Iwicki, Undergraduate Student Representative

Good afternoon, Rector Treacy, President Sands, members of the Board of Visitors, and distinguished guests.

With the trees finally turning maroon and orange, autumn has finally descended upon Blacksburg. Since the last Board of Visitors meeting, we have enjoyed what seemed to be an extremely long and endless summer while getting back into the groove of classes and extracurricular activities. Many students have taken advantage of the warm weather by stringing hammocks along the Drillfield, going hiking with friends, staying active through intramurals, and of course, cheering on Hokie football. Although there are a couple games that go best unmentioned. As we have had time to settle into a routine, areas of improvement have become more identifiable.

Students continue to feel the effects of a larger student body with understaffed services that are doing their best to meet their employment needs. During the school week, it is often difficult for students to get on-campus food in a timely manner with lines in Turner--the only dining hall on the academic side of campus--extending throughout the building, creating long waits and sometimes the inability to grab lunch between classes. Food trucks have helped alleviate some stress on the system by adding more locations near academic buildings. Even with staffing challenges, Dining Services still maintains its superb quality and was awarded Food Management Magazine's 2018 Best of Show. This is no surprise with their great quality, unique events to try new foods and recipes, improvements on sustainability as demonstrated by the now free green to-go box program, and fun--yet somewhat painful--traditions such as the annual D2 Chili Challenge.

Full buses are another issue for many students commuting to school. Due to the limited amount of buses on each route and volumes of students commuting at peak times in the morning, some buses are often filled to capacity. Because of this, buses have to drive straight past students waiting at stops closer to campus, causing these students to wait for another bus to have space. Some students have cited that this has caused them to be late to classes even when they try for earlier buses than should be necessary.

On a different front, Zo and I have been privileged to serve on the Mental Health Task Force charged by Provost Clarke. As mental health has been and continues to be a

large concern for students, the work of this task force is considered to be of great importance. It has been truly eye-opening to learn about the breadth and scope of work the University does surrounding mental health. Additionally, it has been refreshing to see the Task Force's enthusiasm for and value put on engaging with students to understand any issues or barriers they may face with regards to mental health. With the attention to detail and talent in this group, I expect the task force to produce great results that will be truly impactful.

In my role, I try to gather as much information as possible and understand an issue well before presenting it. Unfortunately, due to the emerging nature of this next issue, I have not had the time to fully investigate it, but believe it should be mentioned now. Students are concerned about the University's capability to address Title IX cases in an appropriate and timely manner and about Student Conduct outcomes for sexual assault assailants. Given the national climate and heinous nature of sexual assault, I believe these concerns should be addressed and will work with students, administrators, and other resources to better understand the issue and related processes and policies. I hope to report back to the Board on this in March with more information.

Students have also been affected by the recent tragic events in Pittsburgh and Jefferson, KY. The campus has shown great support for the Jewish and African American communities with the SGA passing a resolution in support of President Sands' message to the Virginia Tech community. As another example of the support shown on campus, many Jewish and non-Jewish students have engaged with Hillel at Virginia Tech, a center for Jewish campus life. In partnership with Hillel, they have written letters of comfort and solidarity to those connected to the Tree of Life Synagogue and filled the Malcolm Rosenberg Center for Shabbat and memorial services this past Friday. The support and community shown in times such as these is something to be proud of and part of why Virginia Tech is such a special place.

Serving as the Undergraduate Representative has kept me very busy, but I cannot think of a more rewarding experience. I love all of the opportunities to speak with my fellow Hokies about their experiences, working with students and administration to make changes, and playing a part in major decisions on campus on behalf of the students. We all know how great Virginia Tech is and we all want to see it become even better. Through working together and utilizing the broad perspectives of our constituencies, I know we can push the university to the next level and I am excited to be a part of that. With that, I'd like to thank you for your time.

Fall 2018 BOV Report

CONSTITUENCY REPORT

Lorenzo “Zo” Amani

Graduate Representative to the Board of
Visitors at Virginia Tech

First, welcome to all the visitors in the room, university leadership, and it is great to see all of the members of the Board of Visitors and President Tim Sands again. Since we all met together in August, I've become fully engulfed in the graduate school experience. Of which, this particular graduate school experience at Virginia Tech, I've learned so much about in my official role. Generally, I've learned of the many challenges that graduate students experience, in addition to the specific programming from the Graduate School to address student challenges. I'd like to share what I've learned to further illustrate some the graduate school experience for the Board, President Sands, university leadership, and guests here today.

In consideration of fostering career and professional development opportunities for graduate students:

1. The graduate school offers weekly "walk-in" career advising every Wednesday from 2pm-5pm.
2. Weekly GTA Walk-in Advising on Thursdays from 4pm-6pm.
3. Weekly Writing Strategies by appointments.
4. The graduate school has hosted the following events, and more: Statistical software programming seminars, a LinkedIn workshop, Graduate Writing Retreat, and resume and cover letter workshops.
5. The fall cycle GSA Travel Fund Program opened successfully.
6. The fall cycle GSA Graduate Research Development Program opened successfully.

In consideration of addressing graduate student well-being:

1. The graduate school offers weekly counseling, Cook Counseling advisors spend 8 hours per week in the GLC for walk-in appointments.
2. Every Monday, at noon, guided mindfulness exercises are demonstrated.

3. Every Wednesday, yoga or mindfulness classes are hosted in the GLC.
4. The graduate school has hosted events titled, “Self-Care Workshop”, “Stress Management for International Students”, “Join a Happiness Group”, “Stress Management for Graduate Students”, “Overcoming Procrastination”, “Own Your PhD Process, How to Manage Your Time”.

In consideration of building community, and diversity and inclusion efforts:

1. Weekly Flamenco and Spanish Dance, GLC Café for snacks and companionship.
2. GSA successfully hosted its Fall Beer & Wine Social all graduate students .
3. The Graduate school hosted events titled, “HBCU Connect Dinner”, “Hispanic Student Connect Lunch”, LGBTQ+ Connect Lunch”, “PhD 101: Navigating Graduate School as an Underrepresented Student”.

In consideration of other areas of concern for graduate students:

1. The Graduate School hosts a “Free Childcare – Kids Night Out” event, where students can drop off their kids and enjoy time off (“free baby sitter” for the night).
2. Monthly parent support luncheons for graduate students and their families (free lunch for whole families).
3. The graduate school has hosted events to reach out to students to resolve their concerns with the following events, “Breakfast with the Dean”, “Establishing and Maintaining and Advisor/Advisee Relationship”, and “Guac Talk with the Dean”.
4. GSA representatives hold office hours to speak with graduate students about their concerns.

I'd like to work with the Dean to discuss user rates and satisfaction with the events, and methods of how to reach more graduate students. Additionally, we'll seek to determine how can we reach the "average" student or students who have low interaction with resources with the graduate school, so we can hear their perspectives. The Graduate Student climate survey will yield results in March which will allow us to have a greater lens on our graduate student body. GSA and I will host an event where graduate students can talk to us about their concerns in November 2018, February 2019, and March 2019. With all of this programming support, I acknowledge that communication is both a challenge and opportunity, so I've worked to utilize my BOV social media platforms to promote beneficial events to students. Additionally, I'm working on a production with the Dean, University Relations, and GSA to depict the "day-in-the-life" mini documentary of a graduate student life at Virginia Tech. Furthermore, I'm participating with the mental health task force that reports to the Board to ensure that the graduate student perspective is represented. I'm participating in the Provost Search Committee to also ensure that the graduate student perspective is included.

To conclude, I'd like to share a success story, that Dean DePauw, GSA, and Jeri Baker (Director of Parking Services) facilitated. Eric Biancheri met with us independently and as a group to share his pilot parking app that can help all users, especially graduate students, to understand parking availabilities on campus. Fortunately, his pilot program is in the budget consultation process and might be experimented with during the academic year 2019-2020. That concludes my report, I'd like to open the floor for questions, comments, or concerns.

Faculty Constituency Report
Virginia Tech Board of Visitors
November 4, 2018

John Ferris, President—VT Faculty Senate

Good afternoon Rector Treacy, President Sands, members of the Board, Provost Clarke, and all others gathered here today.

Buckets. I welcome the chance to talk with you, again about metaphorical buckets. The last time I spoke to you, I said that if faculty time were a bucket of water, that bucket is full. I also said that I would keep you up to date with progress and ask for help when needed. In the hope of keeping too much from splashing out of the faculty time bucket, Faculty Senate is actively working on identifying and solving some of the issues concerning demands on faculty time. In partnership with key administrators, the faculty are engaged in solving administrative problems by teaming with Theresa Mayer and Lisa Lee on a plan to get more reviewers for the IRB, coordinating with Peggy Layne on the Elements software that faculty use for annual reports, and working with Kim O'Rourke to identify approaches to governance that bring key issues before our various constituencies so faculty can be an integral part of the development process for policies and initiatives *before* decisions are made and implementation strategies are created.

But today, rather than buckets of time, I'd like to talk about buckets of money. I understand that the universities budget is complex and comprised of many financial buckets and the money in these buckets must be spent on items for which the buckets are intended. Extension money is separate from athletics, is separate from parking, is separate from buildings. Today I want to talk about how the buckets are filled in the first place and the need for us to identify ways to add more money in the "people" bucket.

In August, as a board, we asked ourselves the question, what makes Virginia Tech special? What makes us great? We learned that the students overwhelmingly identified their interactions with other *people* here on campus is what makes their Virginia Tech experience unique and memorable. Faculty, staff, and other students. It's the *people* that make Virginia Tech great.

Now, some of us in the university community are compensated quite well, but many of our colleagues are not. At one end of the spectrum, one of us makes \$77,000 a week with retention bonuses. At the same time, the minimum annual salaries for pay bands 1 and 2 are less than \$25,000 a year, which, according to the Census Bureau, is the poverty threshold for a typical family of four. Clearly the spectrum is wide and we can find examples of discrepancies and inequities between and among employee types.

Before I go any further, I want to be clear, I am *not* a liberal. I believe in capitalism, democracy, and keeping what you earn. I have a very simple-minded moral compass. Not one university employee should be making less than \$25,000 a year when one is making \$77,000 a week. Not one of us should be making less than the \$25,000 poverty threshold when millions are being spent on new buildings.

Therefore, I'm asking that the Board of Visitors

1. Find a way to ensure that the minimum annualized salary for all university employees is *above* the Census Bureau's poverty threshold for a typical family of four, currently \$24,858, and
2. Secure the funds to do as the University of Virginia has done and enact a \$450 annual supplemental benefit credit to all full-time and part-time benefits-eligible employees with annualized salaries at or below \$42,000 per year (ref: <https://tinyurl.com/UVa-Supplement>)

The implementation of these ideas may seem out of reach. And this brings me back to buckets.

My colleagues in the Faculty Senate believe that university and classified staff and instructors should be prioritized to receive salary increases over salary increases for faculty members. Don't get me wrong. Members of the Faculty Senate know that on average faculty are compensated at the 35th percentile when the university's goal is the 60th percentile relative to the university's SCHEV peers. My colleagues in the Faculty Senate also understand that it will take about \$40 million a year to correct the faculty compensation problem and I believe faculty deserve to be properly compensated. However, university and classified staff and instructors are struggling to make ends meet. Our colleagues at the lowest ranks of our pay scales report having multiple jobs and juggling decisions that include how to pay for child and elder care, how to pay for extraordinary medical expenses, or paying tuition for their children. A campus parking permit runs \$338 a year, and a single CT scan is \$400. If your annual salary is \$25,000, those two expenses alone cost 3.4% of a year's take-home pay. Just to park your car to go to work and have one diagnostic procedure.

Clearly, as a university, there are many competing factors for limited resources and none of the financial buckets are as full as we'd like.

What makes Virginia Tech great is our people, and my colleagues in the faculty senate are calling on the Board of Visitors and Administration to identify ways to fill the people bucket first, beginning with those in greatest need.

Staff Senate Constituency Report
Virginia Tech Board of Visitors
November 4, 2018
Presented by Robert Sebek, Staff Senate President

Good afternoon Rector Treacy, members of the Board of Visitors, President Sands, administrators and distinguished guests. It is an honor to present to you updates from staff at Virginia Tech.

In March of this year, the Staff Senate formed an ad hoc committee to research and report on the current situation on affordable child care in the New River Valley and propose solutions to this need. That report is included with this report. I will give a summary presentation of the findings and proposals. While we recognize that any university-driven solution will require funding, we also recognize the true need for affordable, quality child care among our employees and students.

In September, the Senate heard from staffers from the Town of Blacksburg on local initiatives for affordable housing that was very informative. Blacksburg and other localities have some small programs for low income families and senior citizens to aid access to housing. The Senate will make efforts to raise awareness of these programs among staff at the university.

I have met and will continue regular meetings with Bryan Garey, the new Vice President for Human Resources. I presented a list of priorities from the Staff Senate:

- Find funding for increased staff compensation; emphasis on lowest pay bands
 - From August BOV retreat/meeting
 - \$5 million to be found in budget for across the board salary increases
 - Also need to increase hourly wages for part-time staff
- Explore changes UVA and W&M have made for their university staff in benefits, leave, and compensation
 - Under Restructuring Act, University Staff governed by BOV and not VDHR
 - Additional benefits should include option for child care tuition assistance
- Required supervisor training
 - Consistency across departments
 - Fairness in application of policies; HR should take a stronger roles
 - Create a culture that values professional development among supervisors
- Expand professional development opportunities for staff
 - Support GED in parallel to VT credits
 - Ensure staff can access 6 credit hour benefit
 - Increase funding for tuition reimbursement for auxiliaries and departments with small budgets
 - Develop a staff mentoring program in parallel to existing faculty program
- Provide an HR staff person to assist employees signing up for safety net programs
 - Remove stigma for applying for benefits

The Senate will work closely with Human Resources in an effort to realize those priorities that can be administratively implemented and work through the governance system those that require policy changes.

Respectfully submitted,

Robert Sebek
President, Staff Senate

Staff Senate Child Care Report

In the spring of 2018, the Staff Senate formed an ad hoc committee to look at issues surrounding access to affordable child care for staff and others at Virginia Tech. The committee researched what other higher education institutions inside and outside Virginia have implemented to increase access to child care, investigated potential sources of funding for new child care initiatives, and examined how to get more people trained and certified to work in child care facilities. This report provides the information gathered on the current state of affordable child care in the New River Valley (Roanoke-area faculty and staff have indicated sufficient access to child care in that region) and offers several proposals the university could implement.

Staff Senate Child Care Ad Hoc Committee

- Katrina Loan, Chair, College of Science
- Erin Poff, Vice-Chair, College of Architecture and Urban Studies
- Ana Agud- Human Resources
- Wayne Crotto, Computer Engineering
- Ashley Foster, Dining Services
- Karen R. Gallagher, Virginia Tech Child Development Center for Learning and Research
- Courtney Loan, Aerospace/Ocean Engineering
- Kristen Mills, Human Resources
- Brandy Morse, Student Affairs
- Robert Sebek, Library
- Cynthia L. Smith, Human Development Family Science
- Judy Taylor, Faculty Affairs
- Kimberly Thomason, Human Development Family Science
- Bethany Mott, Executive Director, Alliance for Better Childcare Strategies (ABCs)

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Background

Child care is the action or skill of looking after children by a day-care center, nannies, babysitter, teachers or other providers. Child care is a broad topic that covers a wide spectrum of professionals, institutions, contexts, activities, social and cultural conventions. Early child care is an equally important and often overlooked component of child development. Child care providers can be our children's first teachers, and therefore play an integral role in our systems of early childhood education. Quality care from a young age can have a huge impact on the future successes of children. The main focus of childcare is on the development of the child, whether that be mental, social, or psychological.

- Birth to 5 years is a critical time for growth and development
- 700 new brain connections are formed every second
- Early experiences and environment have a lasting impact on later success in school and life
- A teachers formal education in early childhood has an impact on children's school readiness
- Intentional teaching has an impact on children's school readiness. Teachers must be intentional in their approach to promote children's learning and development
- Enriched educational environments guided by qualified teachers impact school readiness
- Interactions between teachers and children form the foundation for all learning—both social and cognitive—with a significant impact on school readiness

Quality Child Care Indicators

Quality indicators measure the conditions that generally foster a safe, nurturing and stimulating environment for children. They are:

- Low child/teacher ratios
- Small group size
- Staff with higher education & on-going training
- Prior experience and education of the director
- Low teacher turnover
- Positive teacher/child interactions
- Accreditation or higher than minimum licensing standards
- Age appropriate activities

- Good health & safety practices

Accreditations and certifications

- Facilities have to be NAEYC (National Association for the Educations of Young Children) accredited
 - <https://www.naeyc.org/accreditation>
- Staff have to be CDA (Child Development Association) certified
 - <http://www.cdacouncil.org/about/cda-credential>

History of child care at Virginia Tech

Access to affordable child care has been discussed at the university for almost 40 years. Some progress has been made in specific areas. The Graduate School has a babysitter database, a parent support group, and a cooperative playgroup for children ages 2-5 called Little Hokie Hangout. They are open to all graduate and undergraduate students. Children of faculty and staff can participate in Little Hokie Hangout for an increased costs when there is space.

The Provost's Faculty Affairs office has done a lot of work towards childcare issues surrounding recruitment of faculty. Through payments made by the Virginia Tech Foundation to the local, commercial child care provider, Rainbow Riders, newly hired faculty families are given priority for dedicated slots at Rainbow Rider facilities (there are two in Blacksburg). Some colleges and departments, such as the College of Engineering, pay to list newly hired faculty at the top of the waitlist for Rainbow Riders. This benefit is not extended to staff or students of those colleges or departments.

Virginia Tech CDCLR

- Virginia Tech operates the Child Development Center for Learning and Research located in Wallace Hall
- Managed by the Department of Human Development in the College of Liberal Arts and Human Sciences
- Full day, year round program since 2005, serves about 40 children ages 15 months to five years
- Accredited by the National Association for the Education of Young Children (NAEYC), and licensed by the Commonwealth of Virginia
- \$815 per month for the toddler room and \$790 per month for the young and older preschool rooms

Human Resources' Hokie Wellness department assists employees with identifying child care options in the local area, mainly through links to state-supported child care provider databases. They also maintain a list of students who can be hired as babysitters.





There are no other Virginia Tech supported resources for finding affordable child care. Staff employees are specifically left out of the few resources provided. Spots for infants are in high demand. Many of our lowest paid female employees drop out of the workforce after they have had a child, because they cannot afford to pay for any kind of child care on their salary.

Center Based Facilities

Virginia Quality Standards



Virginia's Quality Rating and Improvement System (QRIS) awards quality levels to child care and preschool programs based on these four nationally recognized quality standards and best practices.

 EDUCATION & QUALIFICATIONS	 CURRICULUM & ASSESSMENT	 ENVIRONMENT	 INTERACTIONS
<p>A teacher's formal education in child development or early childhood education has an impact on children's school readiness. When teachers have some formal education, such as a Child Development Associate (CDA), professional certificate, or child-related college credits, they are more prepared to intentionally support children's learning through high quality interactions. This standard measures the education and qualifications of program staff.</p>	<p>Intentional teaching has an impact on children's school readiness. This standard does not require programs to use a purchased curriculum. Instead, this standard measures how programs intentionally promote children's learning and development. Virginia has developed the Milestones of Child Development and the Foundation Blocks for Early Learning to guide early childhood educators in promoting school readiness, and this standard considers how the program aligns with Virginia's early learning guidelines.</p>	<p>Children engaged in meaningful learning and play, guided by qualified caregivers in an enriched educational environment, has an impact on school readiness. This standard measures the types of materials available to the children and the types of activities they are involved in throughout the day.</p>	<p>Interactions between teachers and children form the foundation for all social and cognitive learning, significantly impacting school readiness. In addition to exposure to high quality materials and intentional teaching, children benefit most when they experience high quality interactions. At your program, do teachers</p> <ul style="list-style-type: none"> • support children's social and emotional growth? • have a positive attitude towards the children? • use constructive behavior management techniques? • encourage children to learn and be creative? <p>This standard measures the quality of interactions.</p>

October 2015

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 VirginiaQuality.org

Virginia Quality Standards October 2015

Level 1	Level 2	Level 3	Level 4	Level 5
Basic Health & Safety	Education & Qualifications	Curriculum & Assessment	Environment & Interactions	Environment & Interactions
<ul style="list-style-type: none"> ✓ In good standing with local and state regulations. Depending on the child care program type, one or more of the following may apply: Virginia Department of Social Services Licensing Standards, Virginia Board of Education Regulations, Head Start Performance Standards, Local Ordinances, or Licensed Family Day System ✓ Complete Virginia Quality Orientation (through an online module or by attending an in-person training) 	<p style="text-align: center;">Meet all requirements for Level 1</p> <p style="text-align: center;">— AND —</p> <ul style="list-style-type: none"> ✓ Complete the Virginia Quality Professional Development Series (through online modules or by attending in-person trainings) <p style="text-align: center;">+ —</p> <p>For Classroom-based Programs</p> <ul style="list-style-type: none"> ✓ One Administrator or Director has earned an Associate degree in a relevant field with a minimum of 15 child-related credits OR has earned 24 child-related credits from an accredited college (or in progress)** <p style="text-align: center;">+ —</p> <ul style="list-style-type: none"> ✓ At least 50% of Lead Teachers have 12 child-related credits from an accredited college OR a national Child Development Associate credential (also known as a CDA) OR another approved credential¹ such as an American Montessori Society Credential (or in progress)** <p>For Family Child Care Homes</p> <ul style="list-style-type: none"> ✓ The Family Child Care Provider responsible for the direct supervision of children and delivery of the curriculum and instruction has 12 child-related credits from an accredited college OR a CDA OR another approved credential such as an American Montessori Society Credential (or in progress)** 	<p style="text-align: center;">Meet all requirements for Levels 1 and 2</p> <p style="text-align: center;">— AND —</p> <ul style="list-style-type: none"> ✓ Lead teachers have at least eight (8) hours of training on implementing the program's curriculum or teaching framework ✓ Completion of the Virginia QRIS Curriculum & Assessment Checklist to show alignment with <i>Virginia's Milestones of Child Development</i> or <i>Virginia's Foundation Blocks for Early Learning</i> ✓ On-site document review and observation to verify accuracy of Virginia QRIS Curriculum and Assessment Checklist ✓ Complete Environment Rating Scale (ERS)² self-study using the appropriate tool(s) for the ages served and setting ✓ Complete CLASS³ self-study using the appropriate tool(s) for ages served 	<p style="text-align: center;">Meet all requirements for Levels 1, 2, and 3</p> <p style="text-align: center;">— AND —</p> <ul style="list-style-type: none"> ✓ Achieve an average Environment Rating Scale (ERS) score of 4.00 or higher across four ERS subscales (Language-Reasoning/Listening and Talking, Activities, Interaction, and Program Structure) ✓ Achieve an average Classroom Assessment Scoring System (CLASS) score of 5.00 or higher in: <ul style="list-style-type: none"> • Emotional Support & Classroom Organization (Pre-K CLASS) • Emotional and Behavioral Support (Toddler CLASS) • Relational Climate & Teacher Sensitivity (Infant CLASS) ✓ Achieve an average CLASS score of 3.25 or higher in: <ul style="list-style-type: none"> • Instructional Support (Pre-K CLASS) • Engaged Support for Learning Score (Toddler CLASS) • Facilitated Exploration & Early Language Support (Infant CLASS) ✓ Develop a quality improvement plan based on ERS & CLASS on-site observation 	<p style="text-align: center;">Meet all requirements for Levels 1, 2, 3, and 4</p> <p style="text-align: center;">— AND —</p> <ul style="list-style-type: none"> ✓ Achieve an average Environment Rating Scale (ERS) score of 5.00 or higher across four ERS subscales (Language-Reasoning/Listening and Talking, Activities, Interaction, and Program Structure) ✓ Achieve an average Classroom Assessment Scoring System (CLASS) score of 6.00 or higher in: <ul style="list-style-type: none"> • Emotional Support & Classroom Organization (Pre-K CLASS) • Emotional and Behavioral Support (Toddler CLASS) • Relational Climate & Teacher Sensitivity (Infant CLASS) ✓ Achieve an average CLASS score of 4.25 or higher in: <ul style="list-style-type: none"> • Instructional Support (Pre-K CLASS) • Engaged Support for Learning Score (Toddler CLASS) • Facilitated Exploration & Early Language Support (Infant CLASS) ✓ Develop a quality improvement plan based on ERS & CLASS on-site observation

Notes:
 ** If in progress, programs may complete a professional development plan or request a waiver to this requirement, provided that they meet all Level 3 requirements and are seeking a Level 4 or 5 observation
¹ VDSS Child Care Provider Resources - Career Pathways http://www.dss.virginia.gov/files/division/cc/provider_training_development/intro_page/publications/career_pathways/Career_Pathways_8_2015.pdf
² Go to <http://eri.info> for more information on the ERS.
³ Go to <http://teachstone.com> for more information on the CLASS

New River Valley facilities

Locality	Level 1 <i>Basic Health & Safety</i>	Level 2 <i>Education & Qualifications</i>	Level 3 <i>Curriculum & Assessment</i>	Level 4 <i>Environment & Interactions</i>	Level 5 <i>Environment & Interactions</i>	Locality Totals
Floyd	1	0	1	2	0	4
Giles	2	1	3	1	0	7
Montgomery	7	1	10	2	2	22
Pulaski	1	2	2	0	0	5
Radford	2	0	1	0	0	3
Totals	11	4	17	5	2	41

- All Montgomery County centers have waiting lists, some more than 1.5 years
- Some colleges and departments pay local facilities so newly hired faculty and administrators are added to the top of the waiting list. *This benefit is not extended to staff or students.*
- The Corporate Research Center (CRC) pays \$20,000/year for dedicated slots for children of CRC-based employees for a facility located in the CRC. In 2009, the VT Foundation paid \$100,000/year for five years to subsidize the construction of the facility.
 - Under the agreement, 60 percent of the slots will be guaranteed for children of Virginia Tech faculty, staff, and graduate students; 12 percent will be reserved for children of employees of persons working in companies based at Virginia Tech's Corporate Research Center; and the balance will be available for others in the New River Valley community.
- There are 37 licensed facilities in Montgomery County (including family day homes, short-term child day centers, and certified pre-schools not included in the table above) and 11 unlicensed facilities (religious exempt child day centers).

Family home providers

- Should be a VA Department of Social Service Licensed and a DSS Subsidy provider, and a part of Virginia Quality with a Level 3 or higher

In home child care

- Should be NAEYC accredited, insured (bonded), and have background checks for all employees/adults

Rainbow Riders in Blacksburg

Rainbow Riders is the primary commercial provider of child care in Blacksburg. It has two locations, one near the VT airport (Knollwood) and one in the Corporate Research Center. Staff in pay bands 1 and 2 would have monthly take home pay around \$850/month.

Tuition rates

	CRC location		Knollwood location	
	Monthly	Semi-Monthly	Monthly	Semi-Monthly
Full Time Program				
White Room (infants)	\$895.00	\$447.50	\$860.00	\$430.00
Orange & Maroon Rooms (toddlers)	\$885.00	\$442.50	\$850.00	\$425.00
Blue & Aqua Rooms (2's)	\$865.00	\$432.50	\$805.00	\$402.50
Yellow, Purple, Red, Green and Indigo Rooms (3 - 5's)	\$795.00	\$397.50	\$760.00	\$380.00
Indigo (Chinese immersion)			\$835.00	\$417.50
Part Time Program – 8:30-12:30				
Jade and Violet Room 2 ½ - 5's	\$410.00	\$205.00	\$560.00	\$280.00
School Age Program				
Before school only	\$120.00	\$60.00	\$120.00	\$60.00
After school only	\$370.00	\$185.00	\$350.00	\$175.00
Before & after school	\$395.00	\$197.50	\$375.00	\$187.50
Summer Camp – weekly	\$175.00		\$175.00	

Standards and requirements

QRIS is a method used nationally to define, measure and improve the level of quality early care and education offered in private and public settings. Virginia's QRIS is a voluntary system. Helping families identify high quality child care and preschool options for their young children. Assisting child care and preschool programs in providing high quality early care and education and recognizing them for the services they provide.

<https://www.virginiaquality.com/>

Quality indicators as listed below measure the conditions that generally foster a safe, nurturing and stimulating environment for children. They are:

- Low child/teacher ratios
- Small group size
- Staff with higher education & on-going training
- Prior experience and education of the director
- Low teacher turnover
- Positive teacher/child interactions
- Accreditation or higher than minimum licensing standards
- Age appropriate activities
- Good health & safety practices

Alliance for Better Childcare Strategies

In 2013 a coalition of community leaders, local government, educators, parents and child care providers in the New River Valley started meeting to address and create systemic solutions for the early child care and education crisis in the NRV. ABCs was created to focus on this regional challenge, addressing scarcity, cost, quality and workforce issues.

- Strategic Actions
 - Addressing access
 - Quality
 - Affordability and support of the child care workforce
- Recruited three child care companies, two national, one regional, to expand access. One company has already opened one center in Blacksburg and another center is under construction.
- Collaboration with Virginia Quality with launch of joint training seminars for child care educators as well as regional seminars.
- Launch of CDA scholarship program for child care educators.
- Interviews, inventory of enrollment and capacity of all child care centers, starting with Montgomery County to create baseline measurement and determine largest challenges.
- Interviews with educators in higher education and other child care stakeholders to understand current capacities and resources and leverage connections and collaborations.
- Launched Montgomery County child care Educator of the Year with Virginia Quality with expansion into other areas.
- Participation in pilot stipend program to reimburse and provide bonuses for training and education for child care educators.

Research on other higher education institutions

We highlight here two universities with high profile initiatives in child care and two Virginia schools with child care facilities.

Clemson University

- Board of Trustees approved \$5 million, on-campus child care facility with room for 130 children, available to faculty, staff, and students
 - <https://www.independentmail.com/story/news/2018/02/09/clemson-board-approves-5-m-budget-day-care-center/323492002/>
- Clemson is the only school of the top 25 public institutions in the country currently without a day care facility
- Will be operated by a third-party company

Cornell University

- Has an on-campus facility run by Bright Horizons for faculty, staff, and students
- Offers backup care at the on-campus facility for sick children
- \$5000/year grant available to faculty and staff making under \$150,000/year and other qualifications
- Students with children can receive grants from \$500 to \$4000 depending on the age of the child and other qualifications

Radford University

- The Radford Early Learning Center (RELC) was created by Radford Child Development Inc. (RDC),
- RCD launched as a staff and faculty university committee in 2011 and was soon joined by Radford community leaders. RCD became a nonprofit corporation in 2015.
- Supported with a \$300,000 loan from the Radford University Foundation and agreements with a local builder and a national child care corporation (Rainbow Child Care Center, recently purchased by KinderCare).
 - The \$300,000 loan to RCD Inc. was used to issue an RFP that helped subsidize the cost of opening a new child care center.
 - \$1 million plus construction was financed by the developers based on a 10-year lease with Rainbow CCC.
- 10,000 square foot building accommodates 100 children ages 6 weeks through 5 and 40 school age children.
- Enrollment was full within 90 days of opening in February 2016.

- Both Radford University Foundation and Carilion Clinic reserve a limited number spots at RELC through RCD Inc.
- This year RCD Inc. has begun to offer a few needs-based tuition discounts.
- RELC is involved with Virginia Quality and has submitted the initial paperwork for NAEYC accreditation.

University of Virginia

- The University of Virginia Academic Division operates two child care centers to address the needs of University faculty, staff, and students as well as the employees of the hospital, University-affiliated foundations, and contractors.
 - Managed by KinderCare Education
- The University of Virginia Child Development Center was established in 1991 to accommodate infants through prekindergarten.
 - In 2011 it expanded into two centers. The original location was transitioned into a school to teach children two years old through prekindergarten.
 - A second location was established to cater to the needs of infants and toddlers.
 - Monthly costs are between \$214 and \$269
- The University of Virginia Child Development Centers are accredited by the National Association for the Education of Young Children (NAEYC).
 - The Centers earned this designation by having a lower child and teacher ratio, offering an outstanding program, and hiring the finest staff.
- As a benefit, UVA offers discounted access to Back Up Care for up to 10 days a year through Bright Horizons for in home or facility-based care for when children are ill or schools are closed. Available 24/365.
 - <http://www.hr.virginia.edu/hr-for-you/universitystaff/university-staff-benefits/backup-care/>
 - <http://www.hr.virginia.edu/uploads/documents/media/bcoflyer.pdf>

Virginia Tech Peer Institutions (25)

We reviewed child care offerings at each of our SCHEV peer institutions. Summaries are included in the proposals section.

UC Berkeley

- Offers discounted Back Up care through Bright Horizons to faculty in home or at a facility when a child is sick or when schools are closed
- Has 5 on- or near-campus facilities for students and employees

- Offers a limited number of subsidized slots to students and employees based on need
- Has a dependent care FSA for employees

UC Davis

- Has 5 on-campus facilities
- Unionized student employees get a child care subsidy grant per quarter or semester
- Students are also eligible for need based grants
- Employees get preferred enrollment and discounts at 3rd party providers

University of Colorado Boulder

- Has an on-campus facility for students, employees, and alumni
- Offers preferred enrollment at Bright Horizons facilities and child care tuition discounts

University of Florida

- Has 3 on-campus facilities for students, faculty, and staff for children age 6 weeks to 5 years

University of Illinois Urbana-Champaign

- Has 2 small lab programs on campus with some discounts available to eligible parents
- Offers no subsidies to employees or students

Iowa State University

- Has 3 on-campus facilities for students, faculty, and staff
- Provides back up care for mildly sick children
- Partnered with city to convert a former public school to a child care facility with reserved spots for employees, opening 2019

University of Maryland, College Park

- Only offers referral services to employees for 3rd party providers

Purdue University

- Has an on-campus facility for use by students, faculty, and staff for children age 3-12
- Child care tuition rates are determined by employee income levels

University of Michigan

- Has 3 on-campus facilities in Ann Arbor, plus additional facilities on satellite campuses

- Offers backup care for sick children or when schools are closed, subsidized based on need
- UM provides child care subsidy grants to students and employees who qualify

Michigan State University

- Has 3 on-campus facilities with preferred enrollment for MSU employees and students
- Offers need-based grants for students with children
- Offers subsidized backup care to employees and students up to 20 hours/year

University of Minnesota

- Has 4 on- and near-campus facilities for employees and students with rates based on income
- Offers subsidies for qualified employees

University of Missouri

- Has a small, on-campus child care lab open to employees and students, but no discount for tuition

North Carolina State University

- No on-campus facilities
- Offers a subsidy based on income of employees for Bright Horizons

Ohio State University

- Has 2 on-campus facilities for employees and students
- Daytime and evening programs (6am to midnight)
- Tuition rates based on income and number of children

Penn State University

- Has 2 near-campus facilities managed by the university
- Offers a child care subsidy to qualified students through federal CCAMPIS program
- No subsidy or discount for employees

University of Pittsburgh

- Has 1 near-campus facility open to employees and students
- Tuition rates based on income

Rutgers University

- Has 2 on-campus facilities for employees and students, plus a developmental disabilities facility and facilities on satellite campuses

SUNY Buffalo

- Has 2 on-campus facilities for student, employees, and the community

- Offers discounts and grants to students

University of Southern California

- Has 4 on-campus facilities with discounts for students and employees
- School of Engineering offers child care subsidies

Stony Brook University

- Has 1 on-campus facility for students and employees
- Tuition based on income

Texas A&M

- Has 1 on-campus facility for students and employees
- Discounts offered to qualified students

UT Austin

- Has 3 on- and near-campus facilities for students and employees, plus a facility for the nearby capitol building that employees may make use of
- Some spaces set aside each year for new faculty hires
- Tuition rates based on income levels

University of Washington

- Has 4 on-campus facilities on Seattle campus, plus additional facilities on satellite campuses
- Established 2 donor funds for programs to lower costs and to provide enrichment
- Offers backup care for sick children or when schools close through Bright Horizons and KinderCare

University of Wisconsin - Madison

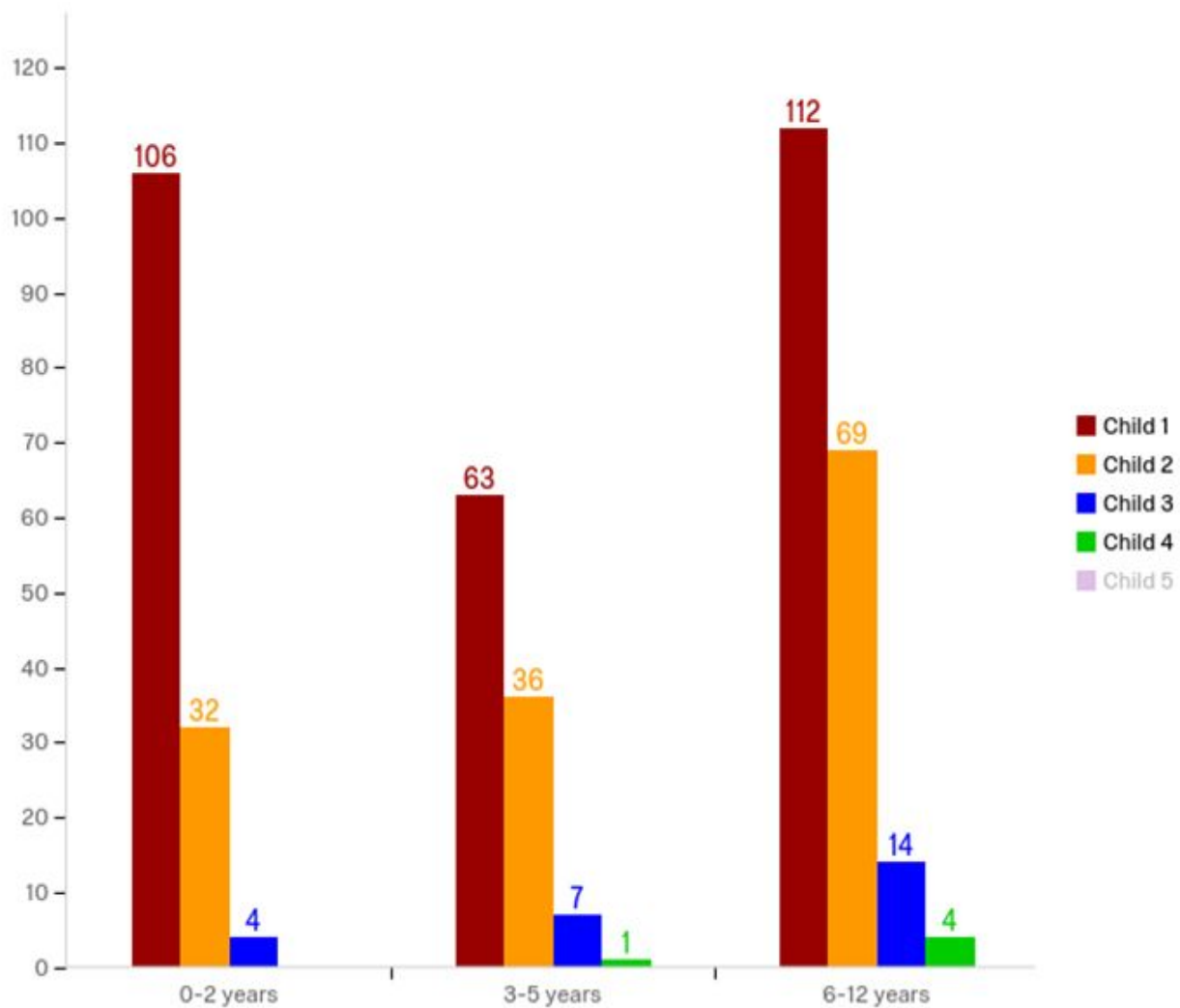
- Has 5 on-campus facilities
- Offers backup care, with free or reduced rates to qualified employees or students
- Offers one-time grants to staff

Survey of staff child care needs and concerns

Staff Senate sent a survey to staff across the Blacksburg campus and other Virginia work areas to learn about our current child care situation and gauge needs from staff. Similar surveys have been sent to graduate students in recent years, but we focused on staff needs.

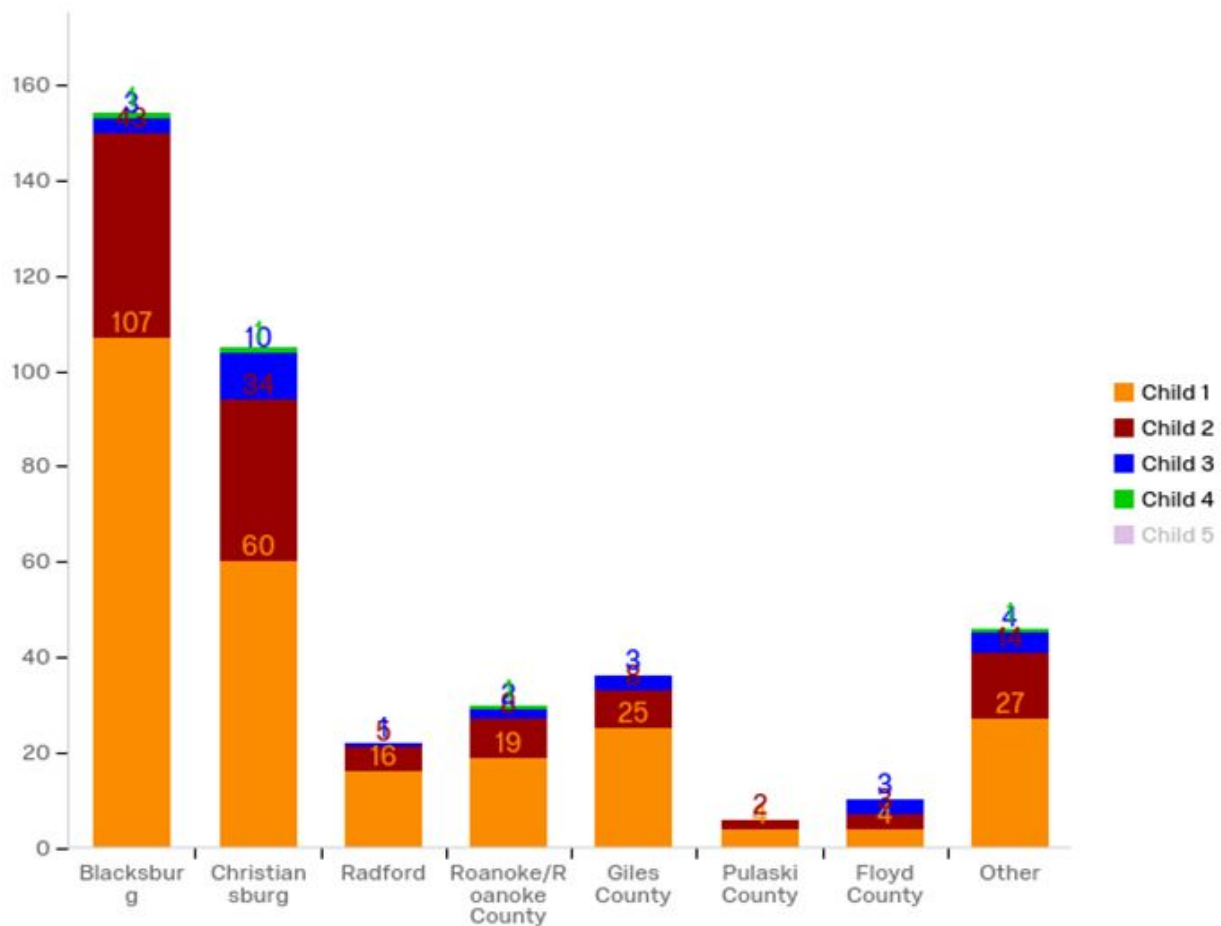
519 staff submitted the survey. (Note that recent parents who left work to care for their child did not receive the survey.) 63% of those responses indicated they care for children under the age of 12.

Child age range



	0-2 years		3-5 years		6-12 years		Total
Child 1	38%	106	22%	63	40%	112	281
Child 2	23%	32	26%	36	50%	69	137
Child 3	16%	4	28%	7	56%	14	25
Child 4	0%	0	20%	1	80%	4	5

Facility location

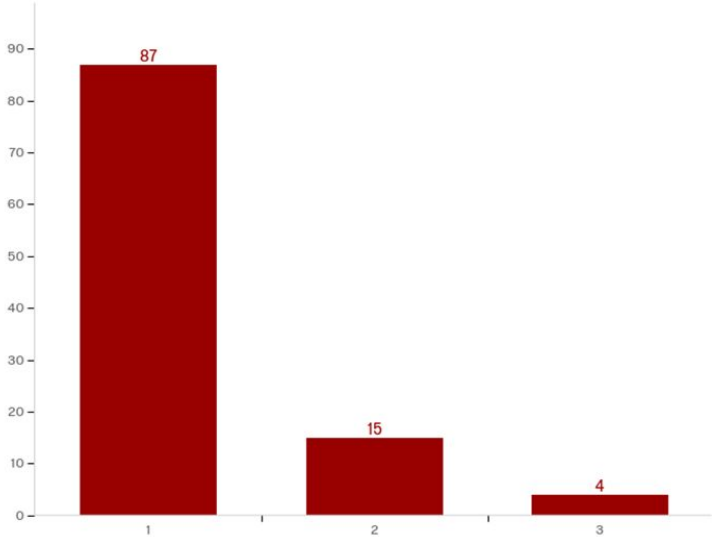


	Blacksburg	Christiansburg	Radford	Roanoke/Roanoke County	Giles County	Pulaski County	Floyd County	Other	Total
Child 1	41% 107	23% 60	6% 16	7% 19	10% 25	2% 4	2% 4	10% 27	262
Child 2	37% 43	29% 34	4% 5	7% 8	7% 8	2% 2	3% 3	12% 14	117
Child 3	12% 3	38% 10	4% 1	8% 2	12% 3	0% 0	12% 3	15% 4	26
Child 4	25% 1	25% 1	0% 0	25% 1	0% 0	0% 0	0% 0	25% 1	4

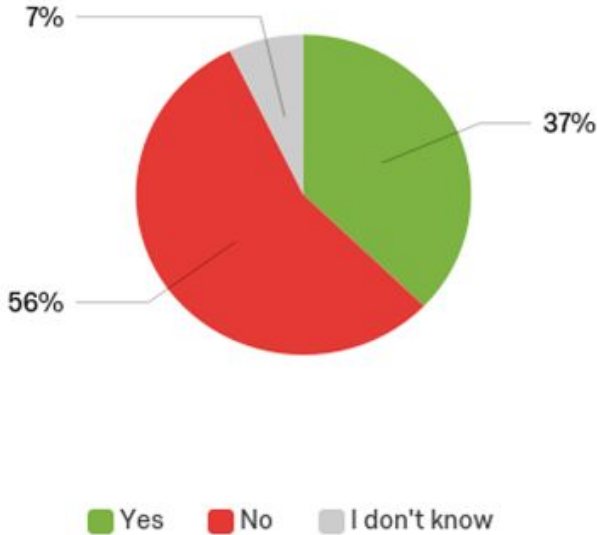
Are you planning on having more children?

- 37% Yes
- 63% No

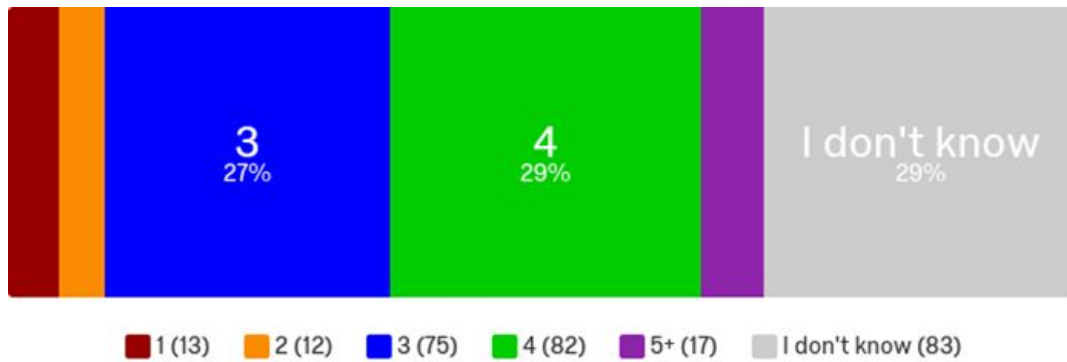
How many more?



If no, is this choice related to a lack of childcare availability or childcare finances?



What pay band are you in?



Pay band	Pay range	%	Count
1	\$21,320 - \$46,778	5%	13
2	\$24,400 - \$57,644	4%	12
3	\$27,040 - \$66,683	27%	75
4	\$33,598 - \$83,649	29%	82
5+	\$43,892 - 105,811	6%	17
I don't know		29%	83
Total		100%	282

(Many employees in pay bands 1-2 do not have access to computers at work. Paper copies were sent to Dining employees to help capture data from these staff. Custodians were too geographically dispersed to efficiently distribute surveys to in the time allotted for this survey.)

Does the cost of childcare keep you from saving for emergencies, rainy day, or vacations?

	%	Count
Yes	80%	216
No	20%	54
Total	100%	270

Do you live in the same city/county as your childcare facility?

	%	Count
Yes	83%	219
No	17%	44
Total	100%	263

Comments: We asked how Virginia Tech could support their child care needs and other issues we should be aware of.

- 34% asked for subsidies or negotiated discounts with area providers
- 21% were concerned with the lack of capacity in facilities, resulting in long wait lists and placing children in less desirable facilities/home care
- 19% wanted a solution to times when their child is sick, schools are closed for weather, or they have to work weekend/evening shifts
- 11% wanted more flexible work hours to accommodate child care needs: drop off and pick up hours for child care facilities, telework options

All written comments are listed at the end of this report.

Proposals

We offer six proposals, knowing any or none may ultimately be acted upon. Any support from the University on child care will cost money. We're asking the Board of Visitors and university administrators consider these proposals when setting budget priorities and strategies. Most proposals are long-term projects, so we don't expect immediate implementation, but we stress the ongoing and current needs.

The University has recognized the importance of recruiting and retaining quality employees and students, and access to affordable child care will be one important criteria these populations will consider.

Establish donor funds

- Donations can be directed to an endowment from which revenue can be used for tuition assistance grants, certification education scholarships, contract fees for back up care providers, and facility costs.
- **The University should establish donor funds to assist paying for any accepted proposals below.**

Increase child care staffing pipeline

- Existing NRV child care facilities struggle to maintain staffing
 - The current shortage at existing facilities is 115 people
 - Increasing the number of people with Child Development Associate (CDA) certifications will enable local child care providers to fully utilize their capacities
- Virginia Quality is the state's Quality Rating and Improvement System (a national system for quality improvement) that provides on site mentoring and monthly professional development for early educator throughout the NRV.
 - Alliance for Better child care Strategies (ABCs) is a non-profit organization who works closely with and supports Virginia Quality programs.
- **The University can play a role in increasing awareness of the CDA certification support that is offered to child care workers of Virginia Quality centers**
- **The University can play a role in informing family home providers on how to become CDA and NAEYC accredited, perhaps through requirements tied to child care subsidy payments**

- **The University can play a role in encouraging the state and localities to increase funding for CDA training programs**
- **Human Resources should actively assist employees in finding NAEYC accredited facilities, family home providers, or in home daycare providers, each with CDA certified staff to ensure quality care.**

Provide child care tuition assistance for Virginia Tech employees and students

- Seven of our 25 peer institutions provide subsidies or grants to their employees for child care expenses
- The University of Virginia provides need-based subsidies for low income employees that can be used for child care expenses, insurance costs, and other medical expenses
- Federal grant programs exist to assist low-income undergraduate students
- **The University should provide subsidies/grants based on income levels or negotiate discount rates at third-party providers**
- **The University should participate in the federal CCAMPIS program for low-income undergraduates**
- **Human Resources should have programs to increase awareness of assistance programs for eligible employees**
 - Early Head Start (0-3 years), Head Start (3-5 years), and Virginia Preschool Initiative (4 year olds)

Provide back up care options

- Six of our 25 peer institutions, as well as UVA, provide back up care for mildly sick children or when schools are closed (when child care providers also close)
- When local schools close for weather, while the University remains open, employees must use leave to remain home with their children
- **The University should contract with a Back Up Care provider**
 - We must consider employees who live outside Montgomery County as well

Provide start up funding for surrounding county facilities

- A significant number of employees travel to work from Giles and Floyd counties. They need child care facilities close to their children's schools.

- A number of employees travel to work from West Virginia and travel through Giles County on the way.
- **The University should invest in new and expanded child care facilities in Giles and Floyd counties, much as we've already done in the Blacksburg area, with guaranteed priority slots for Virginia Tech families.**

Build an on-campus child care facility

- 24 of the top 25 public universities in the U.S. have on-campus child care facilities
 - Clemson will open a facility in 2019
- 20 of our 25 peer institutions have on- or near-campus facilities that are restricted to, or have a preference for, children of university employees and students
- On-campus facilities make it convenient for university employees and students to access, reduce travel times and distances, and will keep operating on days when the university is open but public schools are closed so employees don't have to use leave to remain home with their children
- Our existing lab school (CDCLR) can attract and retain quality staff because they are university employees who receive good compensation and benefits that many third-party facilities in the area do not provide
 - A university-run facility would attract high-quality early care and education providers
- On-campus facilities can prioritize access for children of employees and students
- **The University should build an on- or near-campus facility**
 - **With priority access given to children of employees and students**
 - **With a Virginia Quality level 3 or higher standard**

Staff Senate child care survey comments

The survey had two open ended questions. All entries are listed here. A summary of these comments is included at the end of the survey results above.

What support from Virginia Tech would assist you with your child care needs?

- What support from Virginia Tech would assist you with your childcare needs?
- more money
- a raise
- Better pay or offering childcare or assistance near work wouldn't help when they have school. in a different county
- Honestly, more money. And unfortunately a lot more money. I make less than \$25,000/year and pay out \$19,648/year for childcare. And that's not including the 5,136/year for insurance. Totaling 24,783. I'm not even treading the water...
- lower cost
- Have a daycare that is affordable for low paid employees
- Tech can help open up Hokies daycare to kids younger than 2 years old or make onsite childcare. Also provide childcare subsidy
- unsure
- Anything would be helpful even more so for summer months
- NononeNoon none
- pay increase
- A child care stipend or credit of some kind would be helpful. If not that, then a facility right by campus with affordable options for those of us on the lower end of the income spectrum. My boyfriend and I are both staff employees at Virginia Tech and our entire schedule had to be shifted to accommodate child care needs for our newborn son.
- On site daycare or affordable VT childcare
- An on campus child care facility for employees with flexible hours.
- More affordable options. On-campus care is convenient but exorbitant.
- childcare assistance, on-campus childcare for free or significant reduced cost
- more money
- tuition assistance for day care or child care support from the department in which you work in.
- More Family Leave time from the Regular Sick Leave pool of hours.
- Ability to bring my child to my office if I have an issue with the sitter or having a daycare area in my department would be amazing.
- Daycare is too expensive for some families to afford.
- Additional spaces/ openings in their childcare facility (Wallace Hall) and Lower cost at their childcare facility (Wallace Hall) or More money for employees for "staff" positions
- Onsite childcare for early release day or school close day
- Severly reduced childcare rates. free child's car. child care that is on campus and will support my hours
- Discounted child care arrangements that begin early in the morning (5am).
- After school programs
- I believe that we should get more time then we do a lot of people have car issues babysitter issues so it easy to burn through your time more time in Jan would be hood child care at tech would be great too

- Pay raise and/or cheaper childcare facility
- None...wife works from home.. Or offer childcare in Giles.
- Turn community service into family personal for when children are sick.
- Facilities offering discount for VT employees
- Provide discounts on day care or a day care at tech, telework
- Better pay or free daycare
- I think it would be great if I could bring my kids to Virginia Tech for childcare. That would be an awesome benefit for a lot of people. Especially in the summer. When school has early release and snow days. The summer camps are expensive. Off the top of my head for the summer I spend around \$2,000 and that is being frugal. Right now my two kids will be going to before and after school care and I can not remember the cost. \$130 each a week, I think, but not sure.
- A daycare on campus that allows older children for after school care and when there are snow days and early release.
- Right now my wife stays home with our kids because if she was to go to work we would be losing money to pay for childcare versus her staying home. We make our bills but it would be nice for her to be able to work and not have to use her entire paycheck to childcare. The college has a daycare facility. It would be nice for the college to offer free or drastically reduced childcare for employees as an added benefit to working here.
- I would appreciate an additional funding from VT towards the childcare of my choice. I would also appreciate if VT invests more resources towards the Child Development Center, grow it and make it more accessible for VT employees.
- More options for child care close to Main campus.
- Summer childcare would be great. My wife and I both work, and since she works in the operating room in Roanoke Memorial Hospital it is not easy for her to leave work to respond to an issue with our daughter. If childcare were available through VT, my daughter could come to Blacksburg with me each day in the summer, and I would be close to her childcare facility. It is nearly impossible to secure childcare in Blacksburg for the summer if you haven't been using these services during the school year.
- Higher pay to better accommodate childcare needs
- A facility on campus or close by, that could be discounted for employees. Open before 8am until after 5pm.
- An affordable option for students. Hokie hang out with full cover it's very expensive relative to a grad student payment
- Trustworthy---Certified Staff---Affordable childcare
- Any support would be nice
- It would help if VT offered childcare for its employees at an affordable rate and at a location on campus.
- Good quality childcare that is affordable for those who serve the university in paybands of 4 and below. It is difficult to pay the same high prices as faculty who make two and three times more than staff for quality care! It would also be nice to have something available for school aged children for before and after school that is educational and not merely a large baby sitting service, as often seen in opportunities provided by the school systems.
- Discount for VT employees at the VT daycare Earlier and later hours at VT daycare
- VT employee discount
- Options for Telecommute. If I could stay home at least one day a week. Not only would i have 100 miles of driving a day but \$30 a day for 4 weeks would save \$120 a week.
- Having an AFFORDABLE daycare on or near campus would be wonderful! I travel from Christiansburg to Radford then back to Blacksburg daily. In bad weather it gets very stressful with him being so far away.

- An on-campus facility with a pricing structure based on salary/income to make it affordable for those not in the top pay bands. Both before and after school care as well as all day care. The existing program sounds very good and well run, just isn't competitive with local day care pricing. Professionals from tech could work through-out the NRV at other facilities helping them with best practices, staffing, structure and instructional practices.
- More AFFORDABLE options with available spaces that offer good care.
- Having more childcare options available that our employees could take advantage of if they work outside the normal 8-5 shift. Also having childcare that is affordable to our pay band 1 & 2 groups that are often forgotten in the broad University picture. Current university childcare is not affordable to these groups. We need to start thinking about our employees who are not faculty or pay band 4 and up when considering these matters. Those are the individuals who do not have many options and could benefit the greatest from University childcare programs
- An on site daycare would help tremendously.
- Provide paid time off when kids child care and or school closes due to weather conditions.
- Higher salary, flexible hours, on campus childcare opportunities that offer full/half/after school options.
- Having more affordable options available to full-time employees. I simply cannot afford the childcare in Blacksburg, so I take a longer route to work to take my daughter to a facility that better fits our budget. I understand there is an option available through our healthcare that allows childcare expenses to be deducted pre-tax, however, it is not conducive to our pay schedule. A direct payment to the facility itself would be a more viable option for my family.
- Availability is the biggest issue, particularly for 0-1 year olds. Also, the last of paid maternity/paternity leave really hurts.
- It would nice for them to have something available departmentally for snow days especially, or any days off that they have throughout the school year. It is very hard to plan last minute when they decide to close school late the night before or even the day of. Possibly a room to reserve and have a college student come in and hang out with them, everyone that utilizes it, pitches in to pay the student. Just a thought.
- Discounts for childcare especially for those in low paybands. Also more options for childcare especially for older kids on like snow days and such
- On campus childcare that is affordable. Especially for school again when schools close and summer months
- Childcare center on campus with discounted rate for employees
- An option for lower cost day care on campus that is still quality education
- Some sort of cheaper option than the \$900/month Child Dev Center that's on campus (that's what I use now and it's 300% better care than where we were before but I literally had to sell my house and downsize in order to afford it). To be clear - that facility is amazing and I'd continue to scrape by in order to send my kiddo there, but since you're asking I'd love to not be paying that much.
- more affordable options for staff
- Having the option for affordable childcare at Virginia Tech would be a great thing for me and my family.
- More pay
- Provide a cheaper daycare for staff/faculty.
- Subsidies - childcare is expensive and is often not something many people can afford. Having the university subsidize the care would be very helpful. on campus childcare for children under 2 - there is very limited care for any child under 2 in the area.
- Some type of child care option here when schools are closed or during the summer.
- An additional quality childcare facility on or near campus that could offer priority to University employees would be welcomed by many in my opinion.

- Opportunities around the community that provide day activities for children (of ages PreK or smaller to teenage kids) when school is closed for summer, snow days, teacher work days. Offer more family time off when you have more children or are an only parent.
- on campus childcare
- It would be nice to have a sliding scale of assistance for child care based on pay bands.
- NA
- more spots at the child development center
- Having childcare for younger kids. Or having more options when they are sick.
- more options on campus
- As a payband 4 we are in the middle if the payband and still in the payband 3 range. If we can get paid more to even get out of the payband 3, it would help tremendously!
- When I accepted a position at Tech, it was really hard to secure childcare due to long waitlists, and lack of options. And the quality of care is not that good compared to the other places I have lived before.
- More affordable opportunities similar to the CDCLR. Also, an 18 hour daycare set up would be phenomenal. Staff in payband 1 or 2 have to choose between accepting promotions or changing work schedules and their children.
- some sort of credit would be nice
- Daycare on campus that is affordable and easier to get into, or always a pay bump.
- Cheaper and more options
- There are not very many options in Blacksburg for infant/toddler care and the waiting lists are quite long. It would be great if the VT child care center started at an earlier age (rather than at 15 months).
- A center dedicated to VT staff/faculty childcare.
- Options for older children for after school; options for holiday closings, etc.
- I wish there are after hour day care for weekends.
- An affordable option for childcare provided by Virginia Tech and/or a subsidy with existing local child care providers to help supplement the cost. Partner with local facilities to ensure availability for Virginia Tech employees.
- Having an on-campus afterschool/daycare program OR having agreements/discount programs with local childcare centers.
- Subsidy Access
- Subsidies, more vacancies, at home nanny services for infants.
- Discounted child care.
- Information about local child care programs. Summer care is a huge issue and it would be great if VT provided stimulating and fun FULL day camps for kids at a reasonable cost.
- More spaces are needed for infants and toddlers. Our family is lucky to have childcare near home but in our first year at VT we were stretched thin driving to the far end of Christiansburg for child care due to the lack of availability in Blacksburg for 2-year-olds at good quality facilities.
- Having more available childcare that is more affordable
- We are always on the wait list at childcare facilities. Adding or helping support more capacity in the area would be helpful. Especially at the VT facility near Hillcrest.
- NA
- Onsite daycare with part-time options. The Learning Center is great, but it's for a limited age range and only offers full-time options.
- An extra \$2k per month at the minimum. An increase in salary over and above the rate of inflation. A serious bonus or commission system for employees that are mission critical and over achieve. An internal audit of all existing positions at VT to see if they are 1. absolutely critical to the core mission of the university and 2. being fully utilized. Ambitious and bold leadership with the courage to eliminate non-critical positions, fire under performing employees, evaluate the rationale of executive

compensation at VT (even if this means lowering center director salaries or firing under achievers, for example), a commitment to increasing the compensation of key employees and support staff. We have, for too long, lived with the false belief that there is something 'special' about VT or SW Virginia that will allow us to under-compensate key employees because we believe either 1. they just love VT, 2. the area, or 3. the cost of living here in Blacksburg is lower than it is other places. That is a false assumption (just look at the data you are getting from this survey related to childcare) and has allowed our HR compensation practices to be nonsensical and budget driven instead of having been implemented strategically with thought as to who we are hiring-why-when-and when or how the position can be modified, eliminated, changed, etc. The departure of Christopher Barrett from the Biocomplexity Institute is an example of what can happen in the future should we not rethink the entire HR ecosystem. Granted, Dr. Barrett was well compensated, and earning more now from UVA, and it is not salary alone that allowed us to lose a key contributor like that, but it points to the fact that HR, management, and executive leadership issues need to be evaluated. I agree that compensation is not the only key. Actual dollars at the lower levels are more important than they are at more senior level positions. But senior staff/AP/T&R faculty all need to feel fairly compensated and supported by leadership in their efforts to remove ineffective employees who cannot or do not want to be retrained or in their efforts to remove redundant positions (and in all honestly-that 'redundancy of effort' is the costliest burden at any university).

- Tax free income set aside for childcare each month, or a matched savings account for childcare. Affordable on-campus childcare would also be good for a lot of people who travel a long distance to work.
- childcare subsidy, childcare benefit when traveling for work
- When school is canceled for weather related reasons I have a difficult time finding a place to take my 2 school aged children since they do not attend a daycare full time. I have been unable to find a place to take them when VT is open but school is closed. I end up having to use my vacation to stay home with them or try to find a friend or relative who is able to keep them. If VT offered some type of care on these school closing days while I need to work this would be a huge benefit to working at VT.
- Subsidizing the cost of childcare. Also increasing childcare opportunities in the immediate area. After adopting my son and completing faculty family leave, I had a pack 'n' play in my office for almost 2 months to be able to be back in work with my new child before a slot in daycare opened up. The on-campus facility does not even accept children under 18 months.
- No currently.
- Ending University-wide activities by 4:45 pm to ensure time to pick up children from daycare/school. Current facility charges \$1/minute after 5:45 pm pick-up.
- It would be helpful if there was a child care facility on campus.
- Virginia Tech should provide daycare and afterschool care for every employee and grad student's child/children. It should be either free or heavily discounted, not more expensive than local facilities as is the current daycare program at Wallace. It is ridiculous that women have to get on childcare waiting lists before they even get pregnant as is the case at Rainbow Riders. That's the best facility in the area and others should be modeled around that program.
- Not sure - childcare is needed in the mornings before school.
- More options (affordable ones) would be terrific, particularly during the summer months.
- Having an onsite (@ VT in NEC) AFFORDABLE childcare center that is easy drop off/pick off. Needs to be 7:30 - 5:45. I need childcare on snow days so that I can get to work and get my work done. As an employee of a higher education institute (my husband is employed at VT also), I would expect the childcare to be high quality and safe, more like preschool and less like daycare. My husband and I are both employees of VT and I think we should get a discount on childcare. Once my child goes to kindergarten, I have no idea what I am going to do to get the child after school care since I don't get out of work until 5 pm.

- On-campus childcare for 0-18 months.
- It would be fantastic to have a proper staffed pre-school that was fully/partially subsidized by the university. The Little Hokie Hangout is ok, but it's really not designed/set up for all day care for working families. With the resources at the school, an entire education department, having a real preschool program for it's staff should be rather easy. It should try to emulate the normal university schedule so that there's no major gaps in the school calendar to the university calendar. The pay gap between faculty and staff is growing rather large and most faculty can send they children to several private pre-schools that are out of range of most university staff that I have spoken with. Perhaps there could be some type of extra stipend available for lower income staff to subsidize childcare for those that qualify.
- More affordable childcare along with extended hours to meet the needs of work schedule.
- After school programs that are engaging and stimulating for elementary and middle school aged children. Flexible working schedules for primary caregivers enabling them to work from home when that is necessary.
- More time off with our children-as staff we don't get nearly the time that faculty gets and we are all Virginia Tech and should be treated as such-time off at most companies are consistent as a whole not divided by what "class" you are working as. I feel if I had the time to take off like others my home life and work life would be more balanced.
- VT o4 VTCRI discounts for local child care providers. Carilion employees get discounts at Honeytree facilities, but this discount does not apply to VT Carilion personnel.
- Cost
- an affordable daycare close to campus that has hours open from 7am-7pm, due to my varying work schedule.
- More affordable childcare on-campus or in Blacksburg. Flexibility within work scheduling
- Having an affordable facility on campus that did not have a long wait list. Or have some sort of program one can apply for to help pay for childcare.
- Tuition assistance
- Give our family a special tuition rate when our children are ready to come to VT!
- More support for adoptive parents. Subsidized childcare. That it costs \$925/month at VT CLCDR is ridiculous. But we pay for it b/c our son needs more teacher attention and interaction with a diverse group of children.
- If Virginia Tech had a childcare facility that was reasonably priced for all pay bands then it would be really helpful. There needs to be something on campus that is equal to the rates of most at home daycare providers. Someone with higher pay doesn't have to worry as much about daycare as someone in a pay band 1 or 2. When you make a lot less than others it limits where you can find to provide for your kid. It won't help to have daycare on campus and the price be so high that only the upper level employees can afford it.
- A pay increase.
- Employee discount at CDCLR.
- Besides having an on campus child care facility below are some other suggestions: -Summer programs for older/school age kids would be very helpful. -Programs dedicated for kids whose parents are in the lower 3 pay bands would also be of utmost importance. Not only are child care options lacking in SW-VA, there are even fewer affordable options. -Flexible hours of operation, there are many staff who have to report to work well before the typical 8am university start time. During inclement weather or campus wide events, essential personnel are required to work over. Having a child care facility that is open during that time would be a great assistance to them while they are keeping campus operational.
- childcare benefit would be great
- Have free childcare like Patagonia

- On site childcare would be great! Especially an option for out of school days! then I wouldn't have to use an impromptu vacation to stay at home with them.
- Tuition support/assistance & more family/personal days to assist when my child isn't allowed back to daycare for illness. Example - Son had to be out of daycare for 1 full week due Hand, Foot & Mouth on top of all the other illnesses & doctors appointments in 1 years time.
- cheaper child care on campus subsidized child care off campus
- An alternate work schedule would help me as my issue is in the afternoons after school. I live so far away from the university. My kids end up being at home with other family members after school that have limited ability to supervise them. I need more time in the afternoons at home to help with my children.
- When I did have kids on child care, flexible hours would have helped
- a more flexible schedule provided by my boss
- Aftercare or after school camps with activities for the children of the university employees, evening care so that my wife and I could spend some time together alone once in a while.
- Additional or higher childcare discounts. Daycare specifically for VA state employees in the Roanoke area.
- It would be nice to have more family leave time for when my child is sick and I have to stay home with him.
- VT was amazing in helping us secure childcare when we relocated to the area.
- Low cost childcare
- Having a childcare center that could accommodate more kids and could benefit more families. The one on campus is too small which means it's impossible to get in. Almost seems like you have to be a top administrator to get your child in.
- Reduced or free childcare
- An on site facility where my children could stay either before or after elementary school hours. Also days when MCPS is closed, it would be helpful to have child care services on campus so that I wouldn't have to take off of work.
- I need summer care for my 10 year old daughter that is located close to my job in Blacksburg.
- We absolutely love the CDCLR. I don't know what we would've done if we hadn't gotten our son in there. I wish there were more part time options, more high-quality home daycare options, and subsidies available to help families afford the costs.
- More facilities with space
- More childcare options on campus or near campus
- partnerships with local daycare chains to provide discounts for employees' children enrolled at those facilities, or perhaps some sort of sliding scale based on pay rate
- A higher salary for starters would be helpful. With one child and the 'hometown discount' salary as it has been coined, it is nearly impossible to make ends and we are responsible with our budget, skipping a monthly date this past month so we could buy two nieces \$20 birthday presents each. It's stressful and doesn't make work easier. Students are starving and using 209 Manna Ministries for food because we don't have a university established food stamp program like other colleges. Staff are under appreciated and under payed because as managers say, who are paid six figure plus salaries, that we don't have polish. We moved to this part of the country to help family and now are struggling ourselves to get by. Ironically while working at a university - a place that people go to to uplift themselves out of poverty and learn to contribute positively to the global economy. Support could be in the form of livable salaries or supplemented childcare cost.
- On site child care that stays open until 7 pm.
- In a perfect world? Daycare specifically geared towards VT employee's with reduced cost or preference for VT employee's with a benefit of assistance with special needs children through the Autism clinic.

- Tuition assistance. I would like to thank my office and colleagues for being very supportive if I need to bring my child/children to my work when the situation presents itself.
- Child care for a sick school aged child/ snow days/ no school days
- More and better childcare options. We have been at the same center for 7 years and waited years for one of our children to finally get a call for Rainbow Riders. By the time we were called we had a second and didn't want to place our children in two separate centers. Apparently there's preference for VT employees but my husband has worked at VT for a decade and I have for 1.5 years. It never seemed to help but new people that Advancement recruits to Blacksburg get spots for their children immediately. It isn't fair.
- If there were room at Virginia Tech for child care that would be ideal.
- Financial
- Facility and pay
- If Virginia tech had a place where I could keep my child before or after school specially on school closings and early release days that would be helpful.
- Affordable childcare for before and after school or even during the summer when schools are out. Because my child goes to daycare in Roanoke I may not have care for him in the summer and my family lives 12 hours away from us.
- I need more money that would help. Or free babysitting during the summer.
- Flexible hours and on campus childcare would be very beneficial to most of us that are employed at VT.
- On site childcare, stipend for childcare, a raise significant enough to cover the cost of childcare, flex time to be able to make up hours if i have to drop my child off or pick him up.
- When my children were younger having more flexibility with the choices near or on campus. Also providing more accessible lactation rooms. Due to the amount of time it would have taken me to get to the nearest lactation room (I am in Hahn Hall North and the closest was in Burruss at the time) I ended up using my supervisor's closed office. Thankfully she was very accommodating with this.
- Days off for teacher work days, early releases, school holidays, and snow days. Influence school board to put kids in elementary school on the bus before 8 am so we can put them on bus before going to work, and therefore save us expense if before school care.
- Now that my children are in school or will be attending school very soon, I need before and after school care. Currently my wife and I have to drive to work separately so she can get our daughter on the bus while I take our son to daycare. I have to leave earlier than my wife so I can pick up our son before daycare closes and go pick up our daughter in Christiansburg before that after school program closes. We would prefer to drive to work as a family and drop our children off at the University ran child care facility @ 7am. We would like that facility to take our children to Christiansburg Elementary and pick them up. That way, my wife and I could focus on our work and have a single facility managing the children's transportation
- Does not apply to me. The bigger issue for me, and probably many others, is Tuition Assistance when it comes to dependent children. To me, sure have no problem with something like full-time employees get six free credits per semester to use however they wish; for themselves, for a domestic partner (wife, husband) or for a dependent child. I have a master's degree, no interest in ever going back to school, but a co-worker who doesn't has that opportunity. They are getting, technically, an extra benefit over me, yet, I already have the master's. Why can't I bank six credits per semester for every semester I work. So over 10 years, I would have banked 120 credit hours to use towards - again, spouse, child, etc. If two people work at the school, they can combine them, etc. Again, sure many employees need child care, but for those with kids older and/or that don't need it, why isn't there an urgency to help in this area. Been working here since 2010 and have NEVER seen anything in a way of changing that.
- A more affordable option but the same quality and convenience as Rainbow Riders

- Free childcare for university employees or some sort of stipend towards these expensive needs.
- discounts and partnerships with other childcare options outside of Rainbow Riders. the radford and blacksburg early learning center is happy to partner with us, as they do with others, and many times they obtain 15-20% discounts.
- Childcare allowance, an on-campus option would be incredible!
- financial
- Before/After school care for school aged children. And the transportation to and from their school for the before and after school care.
- For me it would help to have some financial assistance with childcare.
- Leave, more accessible childcare facilities, discounted local childcare for Tech students/staff.
- A childcare center on campus for faculty, staff, and students.
- On weather related days off from the MCPS district, we don't have any options. On half days, we don't have any options. Kipps Elementary school has an after school program but they were recently involved in a controversy where the childcare teachers were caught leaving children in hot cars all day and hitting them so I don't feel comfortable leaving my child there. I would like to see VT petition the city or put financial resources into supporting childcare options for these types of situations. Working parents don't have options and it often falls on the parent (meaning faculty tenure track) to take care of the child instead of the parent with the lesser staff job as staff jobs are not flexible.
- Pay raise, more on campus daycare options.
- On-site campus services that have easy access, provide a safe nurturing environment and are affordable. Also, transportation from schools to an after school care program on campus.
- A school sponsored daycare facility
- There needs to be more options for daycare facilities in the area, there are not enough. Our facility recently changed ownership and I had thought about moving them because we were unhappy with the new company. With 4 kids, that's impossible for them to all get in somewhere at the same time. There were waiting lists for over a year. We really need more before and after school programs as well.
- It would be nice if there was a childcare marketplace that tracked local childcare facilities, their costs, and that was easily accessible for new parents so that they know who to contact for childcare and when to do so.
- assistance with pay for childcare facility located nearer to work
- IT would be nice if as an employee of VT, we would have the option of low cost or free daycare for our children and grandchildren.
- In house or on campus facilities
- It would be a great help in VT can offer a more cost effective childcare program within VT or partners in Blacksburg.
- Childcare takes a huge chunk of one of my paychecks each month. I selected that we were planning on having 1 more child, but the reality is that we are completely on the fence. The main reason we are on the fence is cost. Our area unfortunately does not have a lot of quality, and affordable, options. The more affordable places are often not a full day of care, which gets full-time working parents nowhere. The full day options are either faith-based (which is not something that we are for), or quite pricey. Having a VT employee daycare, which I know exists in Wallace, that has more spots available and is more affordable would be amazing.
- Support affordable daycare and preschool opportunities.
- Childcare assistance in salary would be great or offering some remote work to cut on cost of childcare as well as gas expenses each week.
- Additional options
- More AFFORDABLE child care in Blacksburg, near campus.
- More options within the university (and Blacksburg in general). There are not enough quality facilities.

- Pay increase
- I'm good right now, but if there was an on campus facility a few years ago it would have been great.
- Have before and afterschool care at Virginia Tech that would bus my son to schools in the NRV like Radford City Schools or Pulaski County schools where I'm trying to relocate too.
- There needs to be more childcare for Middle School children
- If VT had a faculty/staff childcare facility I would absolutely consider my child utilizing that facility for childcare.
- Being able to work from Home. Free childcare at work.
- It would be a blessing to have childcare close to my work that I could take them to. Financially it would be easier as well
- Offering a discount for VT employees and earlier drop off hours.

Is there anything else you would like to share about child care issues?

- The cost is so high that I often have second thoughts about continuing to work.
- During summer when school is out, daycare doubles. During school year it is \$220 per child. Summer care is \$440. When sick they cannot attend daycare so our family personal hours have to cover this time if you have to take off. This year I have used a lot of my annual time for doctor appointments, dentist appointments for my children. I think more family personal time we also have to use that time for snow days if we can't make it to work. I personally think we should get to use sick time as well for our child/children when they are sick. I just feel like between family personal time has to be used for snow and family. I don't feel like it's enough time especially when you have children. When it snows sometimes the daycare shuts down, or if it floods. I can't always get doc appointments squeezed in all in one day I try but there is usually only one opening.
- As emergency personnel, it is next to impossible to find care for children when schools are closed for inclement weather. I try to do rite by my children, raise the, the best I can, provide what I can, however, I feel like I let them down every single day. Talk about feeling like a failure... it's heartwrenching
- childcare is so expensive it is the reason some people have to change jobs or quit. It is also very hard to be away from your child, so on-site daycare would help, and motivate people
- While I marked no in response to childcare costs keeping us from having additional children, that is correct now. A few years ago we decided not to have additional children and costs were a driving factor.
- I've debated quitting my job as a result of the cost of childcare.
- not many options are available, unfortunately.
- I have 3 children (4,6,14) However I am very fortunate to have my mother watch the kids while we work. However at one time she did not do that. When my oldest was younger I was a single mom at that time and I had her in daycare until she was 5 and I had to work 2 jobs just to afford the expense of daycare. I am blessed to have my mother watch the children now so that my husband and I can work. If she didn't I would just be a stay at home mom because my check would basically be just for daycare expenses.
- Children can not be left unattended, until they reach the 5th grade level, at bus stations. How are parents expected to make it to work on time when work begins at 08:00am, commute to work is 40+ mins. and the bus doesn't run until 07:30am? How are parents expected to pick their children up, who are younger than the 5th grade level, from the bus stop when most 8 hour work shifts are still in progress while their child should be stepping off the school bus? Speeding, cheating the work system, spending additional money on daycare, spending additional money for gas for after school programs, gas for family/ friends to come meet the school bus, spending additional money to transfer you child

to a different school district that compensates for your job/ travel or one parent quits their job to be at home to comply with school system requirements which in turn is the biggest monetary loss for a family. These are the only methods found thus far to compensate for Virginia Tech work schedule and the requirements of Virginia state law, none of which are helpful to parents.

- i can not afford child's care
- Can't afford daycare
- The cost of living is high so paying for child care is impossible for some
- Limited childcare in eastern Giles.
- With multiple children in grade school they are exposed to sickness and converting community service to something more useful would help parents out.
- Very very expensive, more telework jobs would help possibly
- I would love to have some help with childcare. I hear other people saying what they have to pay a week. \$190 a week for one family's child. They are on a very tight budget because they are low on the pay scale. I do not know how they do it. Please try to do something because it is hard on families and childcare would be a huge benefit to families. If it was not free maybe people could pay based on what their pay scale is? Thank you for looking into this and I would appreciate anything Virginia Tech could do.
- I'm having less issues now that my kids are getting older. One thing that was frustrating was the daycare on campus only allowed kids that are 15 months and older. Not helpful for when you have more than one child - I didn't want to go to two separate day cares since my infant couldn't go to the one on campus which was more convenient.
- Financial support for employees' childcare needs could be organized as a range of scholarships that would be offered to employees based on a total family income and/or uniqueness of the family situation (health issues, death, single parents).
- Current child care is Good, and on the slightly higher priced side, but there are not a lot of options. More child care options that are a good value would be great.
- N/A
- I would love if VTCRI had some kind of childcare option, as I think this would be very beneficial for gender parity
- I would love to see before and after school courses available for our children where they are given the opportunity to participate in a class or learning session each semester. This could give the children a hands on experience, while allowing for care services.
- Not enough of them. Need earlier and later hours financial help
- thank you for attempting to help this situation
- Having to take personal days when child is sick take away from annual time after family person time is used up.
- As a wage employee my entire check is dedicated to the cost of daycare. I am now expecting and will have to pay an additional expense for number two to go to daycare. The worst part is finding work over the breaks that is equal or better than my current pay rate. I cannot afford to stay home and I cannot afford daycare, so I am stuck between a rock and a hard place. I truly love my job here on campus and do not want to leave, but if it comes down to it I will have to find a job elsewhere to be able to afford basic living expenses as well as daycare. Also, with daycare it is a great thing! I love that my child is getting the basic socialization skills before he goes to grade school. He is barely two and already knows his colors. I like that the daycare I go to is affordable for me but I also overheard conversations from the employees that they are making minimum wage... that is not ok! They are teaching our future leaders and need to be properly compensated! They have employee turnover, not because of the job, but because they can't afford their basic living expenses, some of them probably have children of their own with their own daycare expenses.

- It totally sucks around here. I love my job and I worry about not working solely based on my childcare situation. I am glad to hear people talking about this problem and trying to find a solution. It is scary bad.
- I personally do not have child care concerns but i know many do. The housekeeping department in particular struggles to retain employees due to lack of child care options that are available prior to 5 am (their shift is 5-1:30) and that are affordable. Most housekeepers are pay band 1 or 2 and cannot afford 700+ a month in childcare (let alone the 850+ on campus). This also affects the majority of the individuals working in Facilities trades who get here long before the normal 8-5 shift that most of the university works. They are the back bone so if there is a way to make child care more accessible and affordable to these groups we will be able to retain better employees, and in turn not have the turnover that we are currently seeing.
- Have a shared drive where we could access information on care takers with good rating (similar to care.com) but freely available yet confidential and safe to access.
- It is disheartening to see such a discrepancy between the various facilities depending on what your family is able to afford. I would love to put my daughter in a montessori-type facility that focuses on a more well-rounded curriculum, but that would almost double what I pay per month now.
- It's getting more and more expensive and for those stuck between making too much for assistance and not enough to cover everything it can be hard.
- Offer training or information sessions for people in NRV that want to become a Family Day Home provider and the licensing process through social services
- Thank you for looking into this topic!
- There is very limited affordable and quality childcare in the NRV Rainbow Riders and the CDCLR are the best options but Rainbow Riders prioritizes Engineering faculty and other higher administrators making your ability to get your child off the wait list and into the facility very difficult if you are a staff member or not someone with more power. the CDCLR has very limited spots. If there were more spots and a first come first served on the wait list this would ensure that staff are able to get their children into high quality care
- I do not like the fact that Adventure Club seems to have a monopoly at the school's for before and after school care. I would like to have some other options besides them but it's convenient that they are at the schools.
- Cost is very burdensome at most facilities in Montgomery county, and if there was something that could be worked out with the University as a benefit for staff to assist with childcare costs I think that would be widely welcomed. FSA is great, and I appreciate having that as a University benefit, but most young families in the area have two parents working, necessitating the need for childcare and any additional financial assistance would be a great addition to University benefits.
- it needs to be less expensive
- not enough options for infants
- I work a lot of on call if we could have the staffing to take that to a minimum per month, that would help.
- childcare provider reviews or recommendations or at least having a database on providers and any potential information for new residents
- One thing in general that has always bothered me is paying for days that the daycare closes. For example they recently closed for the hurricane that never came so my wife and I had to juggle our schedule around to get our child taken care of and we still were 'charged' for this day.
- Quality is awful. Especially for special needs children
- i am very happy with the current daycare, rainbow riders.
- There are a very limited number of spots in local childcare facilities, so even if you contact the facility immediately upon finding out you are expecting, you may not have a spot by the time the baby is born

and your leave time is completed. The current cost for child care is prohibitive, and the cost for two children is currently equal to 90% of my take home pay as full time staff.

- The cost of childcare, I feel, holds back a lot of people from having multiple children or having them closer in age. I know most of my family/friends planned to have their kids at least 4/5 years apart due to not being able to afford 2 kids in daycare at one time. For me, if i had two kids in daycare at one time, most of my paycheck would be going towards day care and nothing else. Another issue with childcare, is for kids in elementary school and the cost of summer programs when school is out and being a working parent. Some summer programs are more than the cost of a week of daycare. Looking at the summer programs this past summer, some places wanted \$250 a week and the places that are \$100-\$150 a week, you have to be on your ball game and sign up right away to get a spot. Just a lot of financial thinking with childcare cost and of course wanting your children to be in the best and most loved environment.
- It is too expensive and there is not enough availability
- Our child has special needs. Right now, we have to keep her at home with a nanny. It would be great if there were a facility that had a higher staff/child ratio that could handle kids like ours that need more attention.
- Childcare in SWVA is just as costly as it is in northern Virginia and there are few or no options for children with disabilities (that is a national problem, I understand). It's not in the university's mission or wheelhouse to provide general childcare, across the board to all employees' children. The early learning center is a great environment that combines teaching and learning with research and service. That could be expanded, carefully. Virginia Tech must make sure it does not encroach on local businesses as some have complained it has with the bike repair facility in the parking garage. Child care providers will only come to this market, grow, and thrive if they can see the economic viability of their model. If VT subsidizes too many spots for employees children inside our own centers it will distort the market and lead to fewer new childcare centers being opened by independent business owners which will result in fewer options for local parents which will make it more difficult for VT to recruit top T/R talent which will then lead to VT having to spend more money internally to create more spots at our own childcare centers which will then lead to increasing tuition on undergraduates to pay for childcare needed by professors which will ultimately make it less likely that students who want to come to VT can afford it.
- Giles County does not have after school programs where kids can go for a couple hours when the working parent doesn't get off until 5. Schools close at 3ish but the work day is until 5 so this is difficult. Fortunately at this moment in time their other parents work schedule allows for them to be picked up off the bus in the evenings. If that ever changes I'm not sure what we will do.
- That will be great if there is some place I can send my child to when the school is close.
- This survey is coming too late to potentially help our family--it's too bad this issue wasn't examined a decade ago, or even earlier. When our first child was born 10 years ago, we had an average amount of credit card debt, but after sending him to daycare for a few years (and then his sister, who came along 3 years later), our debt skyrocketed to \$60,000 because we had to live off of credit cards in order to pay the daycare bills. The monthly daycare cost for 2 kids was more than our mortgage. We're still carrying this debt today and can't get out of the hole. I don't want others to have to go through this. VT has a huge endowment and tons of money for the football program, but can't help employees and students with childcare needs? It's absolutely ridiculous. I hope VT will do something about this childcare issue.
- Thank you for looking into this!
- The questions didn't really apply to me. My wife stays at home with our 2-year-old. However, the high price and poor access to child care is one of the contributing factors to her staying home. She would like to work but by the time we pay for full-time child-care for the 2-year-old and an afterschool

program for the 5-year-old, my wife would have little income left to justify working. If more affordable was available, should would likely look for employment.

- Administrative faculty and staff MUST be paid a living wage that allows people to have kids. Right now, we can't afford to have a second child and I think that is absolutely wrong since we both work for VT; you would think we could have at least two children. If you can't have onsite childcare, what about paying a childcare stipend IN ADDITION to normal salary/wages to ease the burden on families that are working hard to help make this university run.
- The university is great about attracting faculty and staff with the "family friendly environment of Blacksburg," but it doesn't do much to support families with help getting into childcare. I've heard stories about how Rainbow Riders is preferred for VT employees, but their waitlists are 2-3 years long. This leaves a void for new parents to scramble to find a better option in a limited area where the costs are very high for people in lower paybands.
- I am glad to see the university expanding its maternity and paternity plans, just with they were in place 2 years ago!
- My main issues with childcare are when my kids are of school but I still have to work. Also, as a single mother, it is hard to get both kids to school and work more than 5 hours before I have to go get them again. I am currently part time, but anticipate going full time soon. I am not sure what I will do with my kids if/when this happens.
- I have a nanny, and there was no option to share that in the survey.
- We were fortunate to be able to switch my husband's work schedule to accommodate for our daughter's bus schedule. Currently, we only require childcare before school, so that is why our cost is so low. Due to the cost of living in Blacksburg being so high, I commute from Radford. It is difficult for parents that have to commute due to affordability. It becomes an issue whenever we have something come up...child is sick, etc.
- I know for me personally, I am working to pay for my child care. I love my job and enjoy working, but financially it doesn't make sense.
- Cost
- Having two children is stretching us to the brink financially. Esp. considering we are still paying off massive adoption loans. Again, I wish Va Tech had a greater interest in supporting adoptive parents in particular, esp. financially.
- In addition to the fiscal constraints of covering childcare as a single mother, my current childcare provider is not particularly good at dealing with children with ADHD. This has resulted in them trying to kick him out previously. I have no other options as far as childcare goes, there are no locations with openings and even if they had them I would not be able to afford them. Within the past few months, I have had to seriously consider quitting my job and moving out of this area because I simply cannot afford to live where I work [I also have a second job and still have financial constraints] and have no resources to help care for my child.
- I have been lucky with not having issues finding a spot. We actually just chose to move our son and were lucky to have choices from 2 centers in blacksburg. Its the affordability and not having enough family person time that directly affect my family.
- Living so far out has been more of a challenge working here than I anticipated. Commuting on I-81 is becoming more problematic and at times, dangerous. It makes no financial sense for me to move closer to Blacksburg as my spouse has a higher paying job in Roanoke. Without some type of alternate schedule, or accommodations, I may have to consider other employment options as I-81 will not be changing anytime soon.
- My child has been non-stop sick as only opinion is daycare. My child is currently has/trying to get over pneumonia and bronchiolitis. It would be great to have resources available for those families who do not have family to help out in times of need. Being an office of one - it is very difficult to take days off when you are needed at work.

- It is very difficult when my child gets sick and can't be in daycare. I have to use leave time to stay at home with him.
- With the size of the university, there should be a childcare center much larger and more accessible to faculty/staff (maybe even for students). This could also help get students more experience with children who have the early childhood development major/track.
- I also need summer child care once she is in middle school. She can't stay at home in Catawba alone with me working in Blacksburg and my husband working in downtown Roanoke. Most child care facilities only keep kids up to the summer before they start 6th grade.
- I'd love to see some kind of "daycare fair" where you could walk around to booths, meet staff/home providers, and get a feel for each place. Having to visit 6-7 different places, each time having no idea if your baby will even get it, is a total drag. A fair would help narrow things down and save some time.
- Find a good facility with good workers is hard because the workers are not paid the best. My current daycare has a great amount of turnover all the time.
- There is a lack of child care options in the area. Many are tied to churches and I'm uncomfortable enrolling my children in those because we're Jewish. The closest Jewish childcare center is in Roanoke which is completely out of the way and therefore inaccessible.
- The one I can afford, while nice in it's own right, doesn't give me the ability to visually check up on my child as some of the newer daycares do through phone apps. Also it is very rare to get a daycare teacher who is knowledgeable in dealing with special needs kids.
- It is very difficult to find childcare. I had to call every week for months with my first child to secure care so I could go back to work. It would be nice if VT had its own childcare locations as a method of helping its employees as well as providing solutions for decreasing provider turnover. Consistency is good for children.
- There is little to no consistency with the teachers provide care at local daycares. They jump around to other centers or other positions because of the stress and low pay and out children suffer because of it. Finding the same lead teacher in a room for longer that 6 months-1year is rare in this community.
- Its the affordability that's of most concern. I currently can only afford to have my youngest in a half day program that runs from 9 am -12:45. My husband works nights so he can be home with the kids. Daycare for two was \$1200 per month, so he decided to go on nightshify. My husband gets about 4 hours or less of sleep a day before going to work. Then on weekends sleeps most of the time when not working overtime. The quality of life is not great.
- I'm asked to be at work at 8, so to do that, I have to put my child in Adventure Club before school, which costs me around \$150 a month. Yet I'm also working well over 40 hours a week here at Virginia Tech. I'd really like some flexibility to come in later, so that I wouldn't have to pay this \$150 charge.
- Difficult to find even if it was affordable for staff. I moved to Radford because I can't afford childcare AND rent/mortgage in Mont. Co.
- The reason that my child goes to daycare in Roanoke is because it was way cheaper than any daycare in our area. Daycare's around our area were 755.00 and the VT daycare was 815.00 per month for an infant where as Roanoke was 715.00 per month for him.
- Summer is always hard when school is out finding money and a solution.
- The cost of childcare and our salaries do not allow for the normal family to "live" comfortably and be able to save for the future. Also since we are required to pay a portion of our retirement that also cuts into our monthly budget.
- There are not enough quality childcare facilities in the local area for younger children. Having ones close by allows for working, breastfeeding mothers to visit the daycare on their lunch hour to nurse. This is better for both the mom and child. Also have more partnerships with local facilities and not just with Rainbow Riders. They have become very difficult to get into and there is a lot of elitist attitudes about people who go there and people who do not. By partnering with other local facilities you may be able to increase the quality of those facilities.

- I think it's all been written above.
- I do love Virginia Tech, but it is very stressful having to write a check for \$1,850 every month for child care.
- We have debated one person in our marriage not working because it almost costs us more to work than daycare. This just does not seem right. Both my wife and I work for the athletic department.
- open up the options for partnerships for discounts!
- Moving here from a bigger city, childcare is definitely a challenge in Blacksburg. All of the waiting lists are extremely long. We moved here while we were expecting our child but there were many more options in our previous location.
- I have lived in many places - big and small and the childcare issue is by far, FAR from ideal or even acceptable. Practices are often held at 4pm which means or earlier meaning parents who work at VT are unable to take their child to practice. How can working parents get their child to practice at 4? It is as if this town is only set up for one parent households to work. Blacksburg (and probably the surrounding communities) seem to continue to operate as they were still in primitive times and have not made any progressive steps to accommodate working parents as most other cities have.
- The waitlists in blacksburg for childcare are out of this world long. Childcare costs me just about as much as I make a month, that should never happen.
- Have a program where daycare costs would be tax free
- Child care is way too expensive! 2 of our 4 children are in foster care and we receive assistance from the state for their care, that is the only reason we are able to keep them. The cost of daycare has prevented us from having another child of our own. We pay more in daycare than our mortgage, with is nearly an entire paycheck a month.
- My wife stays home with our kids because the cost of sending our kids to a childcare facility is about equal to what she was making a year. My wife gets to spend time with our children which is fantastic, however, she is putting her career aside to do so and she fears that when she goes back to work that there will be nothing for her. The cost of childcare is crippling.
- on call and weekend shifts are also an issue with finding child care with the position that I am in
- Childcare is extremely expensive in Blacksburg/ Roanoke any help will be greatly appreciated.
- My spouse stays at home to care for our kids because former earnings at VT (pay band 2) were equal to the childcare expenses we'd incur with both of us working.
- By the time I drop my son off at daycare which is usually around 7:20am to get to work by 8:00am, he is there approx 9-10 hrs!!!! because I work til 5:00pm and have to drive back from Blacksburg tacks on even longer.
- my childcare is for morning only-- before work (thus why only 300/month)
- The on-campus childcare and Rainbow Riders feels like it's made for the top administration and faculty members because it prices out others and it's schedule (it has planned closing).
- I am trying to relocate to the NRV. Dublin only has 1 childcare center. Radford has a few but everywhere I'm on a waiting list. I need before and after school care.
- There are almost no options for middle school children in terms of after school care
- It is really hard on Snow days when I am required to be at work, but am not allowed to bring my children in with me.



STAFF SENATE CHILD CARE REPORT

ROBERT SEBEK

NOVEMBER 4, 2018



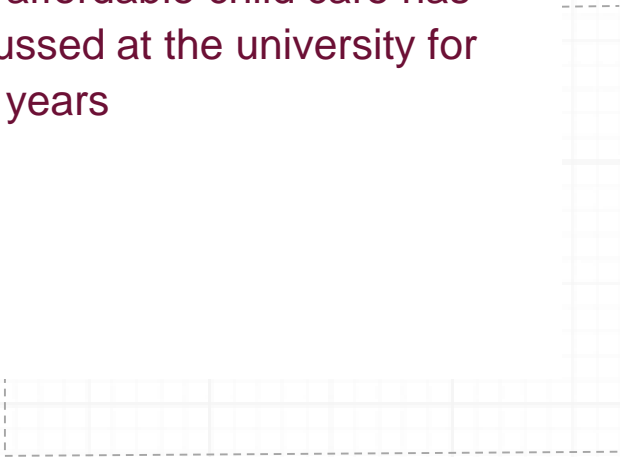
CHILD CARE AD HOC
COMMITTEE

- Katrina Loan, Chair, College of Science
- Erin Poff, Vice-Chair, College of Architecture and Urban Studies
- Ana Agud, Human Resources
- Wayne Crotto, Computer Engineering
- Ashley Foster, Dining Services
- Karen R. Gallagher, Virginia Tech Child Development Center for Learning and Research
- Courtney Loan, Aerospace/Ocean Engineering
- Kristen Mills, Human Resources
- Brandy Morse, Student Affairs
- Robert Sebek, Library
- Cynthia L. Smith, Human Development Family Science
- Judy Taylor, Faculty Affairs
- Kimberly Thomason, Human Development Family Science
- Bethany Mott, Executive Director, Alliance for Better Childcare Strategies (ABCs)



HISTORY

Access to affordable child care has been discussed at the university for almost 40 years



PROVOST'S OFFICE

- Faculty Affairs has worked on faculty recruitment and child care
- Newly hired faculty families get priority for dedicated slots at Rainbow Riders
- Some colleges and departments pay to put newly hired faculty at the top of waitlists

CHILD
DEVELOPMENT
CENTER FOR
LEARNING AND
RESEARCH

- CDCLR managed by Human Development department in Wallace Hall
- Full day, year round program
- 40 children aged 15 months to 5 years
- \$815/month for toddlers, \$790/month for preschool age
- Attracts and retains quality staff because they are university employees who receive good compensation and benefits that many third-party facilities in the area do not provide

GRADUATE SCHOOL

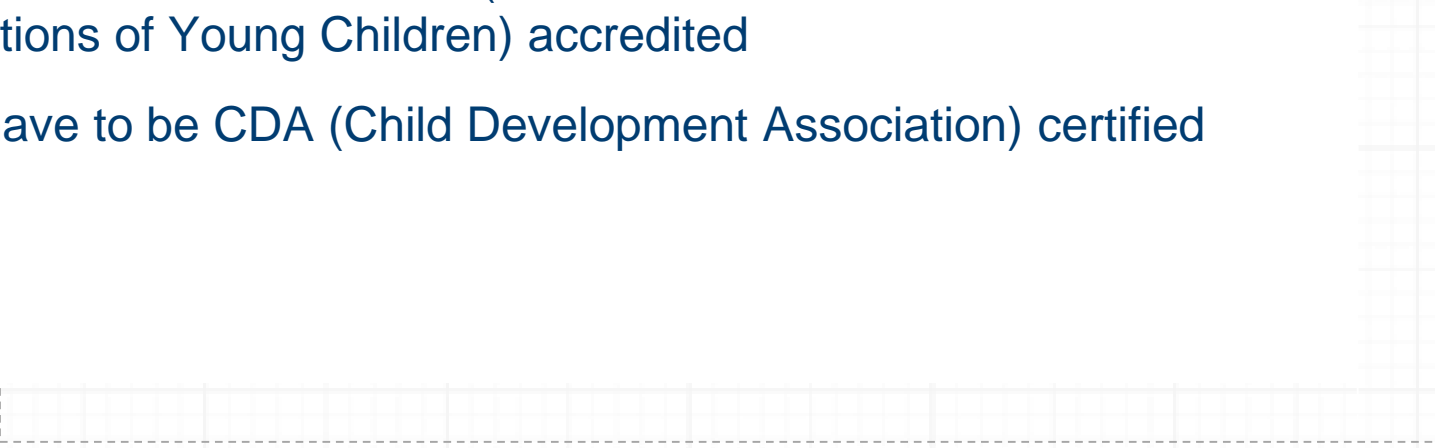
- Babysitter database
- Parent support group
- Little Hokie Hangout, playgroup for ages 2-5 in nearby church facility

HOKIE WELLNESS in HUMAN RESOURCES

- Website with links to state-supported database of child care providers
- Maintains list of students who can be babysitters



CHILD CARE IN THE NRV

- Facilities have to be NAEYC (National Association for the Educations of Young Children) accredited
 - Staff have to be CDA (Child Development Association) certified
- 

NRV FACILITIES

- All Montgomery County centers have waiting lists, some more than 1.5 years
- There are 37 licensed facilities in Montgomery County (including family day homes, short-term child day centers, and certified pre-schools not included in the table here) and 11 unlicensed facilities (religious exempt child day centers).

LOCALITY	LEVEL 1 Basic Health & Safety	LEVEL 2 Education & Qualifications	LEVEL 3 Curriculum & Assessment	LEVEL 4 Environment & Interactions	LEVEL 5 Environment & Interactions	LOCALITY TOTALS
Floyd	1	0	1	2	0	4
Giles	2	1	3	1	0	7
Montgomery	7	1	10	2	2	22
Pulaski	1	2	2	0	0	5
Radford	2	0	1	0	0	3
Totals	11	4	17	5	2	41

RAINBOW RIDERS

- VT Foundation supported construction of CRC childcare facility through five \$100,000/year payments
- This guaranteed slots for children of CRC-located employees
- Similar payments were made to expand Knollwood facility

RAINBOW RIDERS TUITION

- Rainbow Riders is the primary commercial provider of child care in Blacksburg. It has two locations, one near the VT airport (Knollwood) and one in the Corporate Research Center.
- Staff in pay bands 1 and 2 would have monthly take home pay around \$850/month

	CRC location		Knollwood location	
	Monthly	Semi-Monthly	Monthly	Semi-Monthly
Full Time Program				
White Room (infants)	\$895.00	\$447.50	\$860.00	\$430.00
Orange & Maroon Rooms (toddlers)	\$885.00	\$442.50	\$850.00	\$425.00
Blue & Aqua Rooms (2's)	\$865.00	\$432.50	\$805.00	\$402.50
Yellow, Purple, Red, Green and Indigo Rooms (3 - 5's)	\$795.00	\$397.50	\$760.00	\$380.00
Indigo (Chinese immersion)			\$835.00	\$417.50
Part Time Program – 8:30-12:30				
Jade and Violet Room 2 ½ - 5's	\$410.00	\$205.00	\$560.00	\$280.00
School Age Program				
Before school only	\$120.00	\$60.00	\$120.00	\$60.00
After school only	\$370.00	\$185.00	\$350.00	\$175.00
Before & after school	\$395.00	\$197.50	\$375.00	\$187.50
Summer Camp – weekly	\$175.00		\$175.00	

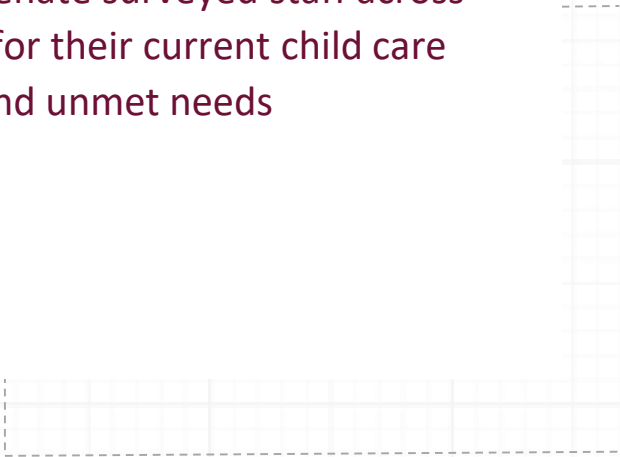
ALLIANCE FOR
BETTER CHILDCARE
STRATEGIES (ABCs)

- Formed in 2013
- Created to focus on this regional challenge, addressing scarcity, cost, quality and workforce issues
- Collaborates with Virginia Quality with launch of joint training seminars for child care educators as well as regional seminars
- Launched CDA scholarship program for child care educators
- Participated in pilot stipend program to reimburse and provide bonuses for training and education for child care educators

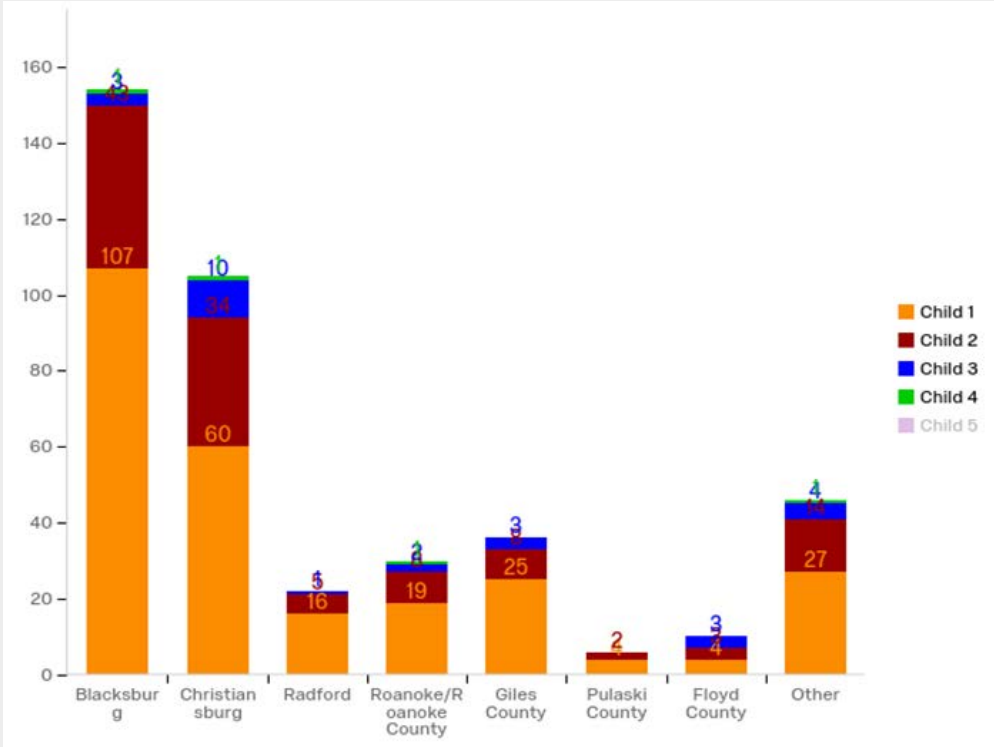


SURVEY OF STAFF

The Staff Senate surveyed staff across campuses for their current child care situation and unmet needs



NRV FACILITIES



	Blacksburg		Christiansburg		Radford		Roanoke/Roanoke County		Giles County		Pulaski County		Floyd County		Other		Total
Child 1	41%	107	23%	60	6%	16	7%	19	10%	25	2%	4	2%	4	10%	27	262
Child 2	37%	43	29%	34	4%	5	7%	8	7%	8	2%	2	3%	3	12%	14	117
Child 3	12%	3	38%	10	4%	1	8%	2	12%	3	0%	0	12%	3	15%	4	23
Child 4	25%	1	25%	1	0%	0	25%	1	0%	0	0%	0	0%	0	25%	1	4
Total		154		105		22		30		36		6		10		46	409

HAVING ADDITIONAL CHILDREN

Are you planning on having more children?

- 37% Yes
- 63% No

If no, is this choice related to a lack of childcare availability or childcare finances?

- 37% Yes
- 56% No
- 7% I don't know

PAY BANDS

Many employees in pay bands 1-2 do not have access to computers at work. Paper copies were sent to Dining employees to help capture data from these staff. Custodians were too geographically dispersed to efficiently distribute surveys to in the time allotted for this survey.

80% of respondents said the cost of child care keeps them from saving for emergencies, rainy days, or vacations.

Pay band	Pay range	%	Count
1	\$21,320 - \$46,778	5%	13
2	\$24,400 - \$57,644	4%	12
3	\$27,040 - \$66,683	27%	75
4	\$33,598 - \$83,649	29%	82
5+	\$43,892 - 105,811	6%	17
I don't know		29%	83
Total		100%	282

COMMENTS

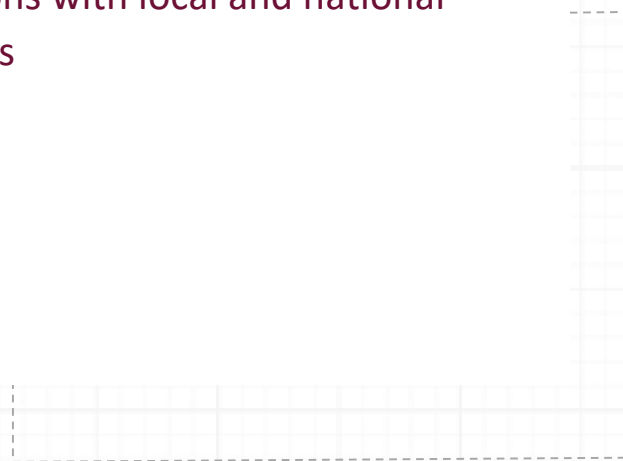
We asked how Virginia Tech could support their child care needs and other issues we should be aware of.

- 34% asked for subsidies or negotiated discounts with area providers
- 21% were concerned with the lack of capacity in facilities, resulting in long wait lists and placing children in less desirable facilities/home care
- 19% wanted a solution to times when their child is sick, schools are closed for weather, or they have to work weekend/evening shifts
- 11% wanted more flexible work hours to accommodate child care needs: drop off and pick up hours for child care facilities, telework options



HIGHER ED INSTITUTIONS

Comparisons with local and national
universities



└
UNIVERSITY OF
VIRGINIA

- Operates 2 child care facilities for children of faculty, staff, students, and hospital employees
- Monthly costs between \$214 and \$269
- Offers Back Up Care for up to 10 days/year for when children are mildly sick or schools are closed



RADFORD
UNIVERSITY

- Radford Early Learning Center created through a nonprofit formed by the university, financed by RU Foundation
- RELC offers dedicated slots for children of employees
- Nonprofit offers needs-based tuition discounts

└
CORNELL
UNIVERSITY

- On-campus facility for children of employees and students
- \$5000/year grant for faculty and staff making under \$150,000 and other qualifications
- Students receive grants from \$500 to \$4000 depending on age of the child and other qualifications
- Offers Back Up Care at the on-campus facility for mildly sick children

└ PURDUE UNIVERSITY

- Has 4 on-campus facilities for children of employees and students
- Offers discounts for families making under \$75,000/year
- Has an endowment that provides scholarships to employees and students that cover 10-50% of child care costs

TOP 25 PUBLIC UNIVERSITIES

- 24 of the 25 top public universities in the US have on-campus facilities with priority for children of employees and students
- Clemson is the only one without an on-campus facility
- Clemson's Board passed a \$5 million plan to build and open a facility by next Fall

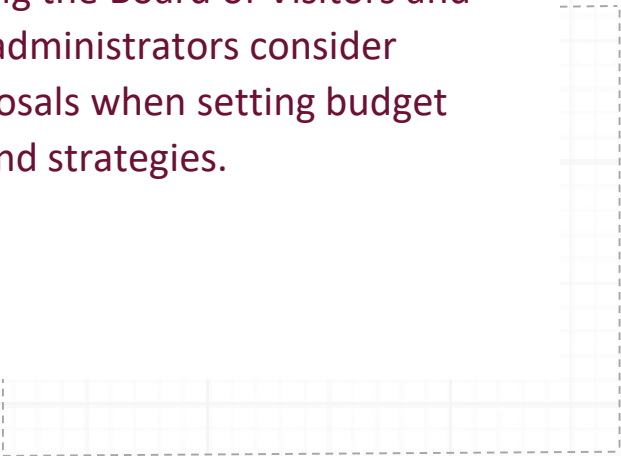
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VIRGINIA TECH'S
SCHEV PEER
INSTITUTIONS (25)

- 20 of our peer institutions have on- or near-campus facilities with priority for children of employees and students
- 7 provide subsidies or grants to employees for child care expenses
- 6 provide Back Up Care for mildly sick children or when schools are closed



PROPOSALS

We're asking the Board of Visitors and university administrators consider these proposals when setting budget priorities and strategies.



ESTABLISH DONORS FUNDS

- Donations can be directed to an endowment from which revenue can be used for tuition assistance grants, certification education scholarships, contract fees for back up care providers, and facility costs.
- **The University should establish donor funds to assist paying for any accepted proposals below.**

INCREASE CHILD CARE STAFFING PIPELINE

- Existing NRV child care facilities struggle to maintain staffing (currently 115 short)
 - Increasing the number of people with Child Development Associate (CDA) certifications will enable local child care providers to fully utilize their capacities
 - Virginia Quality is the state's Quality Rating and Improvement System (a national system for quality improvement)
 - Alliance for Better Childcare Strategies (ABCs) is a non-profit organization who works closely with and supports Virginia Quality programs.
-
- **The University can play a role in increasing awareness of the CDA certification**
 - **The University can play a role in informing family home providers on how to become CDA and NAEYC accredited**
 - **The University can play a role in encouraging the state and localities to increase funding for CDA training programs**
 - **Human Resources should actively assist employees in finding NAEYC accredited facilities, family home providers, or in home daycare providers, each with CDA certified staff to ensure quality care.**

PROVIDE CHILD
CARE TUITION
ASSISTANCE FOR
VIRGINIA TECH
EMPLOYEES AND
STUDENTS

- Seven of our 25 peer institutions provide subsidies or grants to their employees for child care expenses
- The University of Virginia provides need-based subsidies for low income employees that can be used for child care expenses, insurance costs, and other medical expenses
- Federal grant programs exist to assist low-income undergraduate students
- **The University should provide subsidies/grants based on income levels or negotiate discount rates at third-party providers**
- **The University should participate in the federal CCAMPIS program for low-income undergraduates**
- **Human Resources should have programs to increase awareness of assistance programs for eligible employees**
 - Early Head Start (0-3 years), Head Start (3-5 years), and Virginia Preschool Initiative (4 year olds)

PROVIDE BACK UP CARE OPTIONS

- Six of our 25 peer institutions, as well as UVA, provide back up care for mildly sick children or when schools are closed (when child care providers also close)
- When local schools close for weather, but the University remains open, employees must use leave to remain home with their children
- **The University should contract with a Back Up Care provider**
- **We must consider employees who live outside Montgomery County as well**

PROVIDE START UP
FUNDING FOR
SURROUNDING
COUNTY FACILITIES

- A significant number of employees travel to work from Giles and Floyd counties. They need child care facilities close to their children's schools.
- A number of employees travel to work from West Virginia and travel through Giles County on the way.
- **The University should invest in new and expanded child care facilities in Giles and Floyd counties, much as we've already done in the Blacksburg area, with guaranteed priority slots for Virginia Tech families.**

BUILD AN ON-CAMPUS CHILD CARE FACILITY

- All top 25 public universities and 80% of our peer institutions have on- or near-campus
- On-campus facilities make it convenient for university employees and students to access, reduce travel times and distances, and will keep operating on days when the university is open but public schools are
- A university-run facility would attract high-quality early care and education staff
- On-campus facilities can prioritize access for children of employees and students
- **The University should build an on- or near-campus facility**
 - **With priority access given to children of employees and students**
 - **With a Virginia Quality level 3 or higher standard**

PROPOSAL SUMMARY

- Establish donor funds
- Increase child care staffing pipeline
- Provide child care tuition assistance for Virginia Tech employees and students
- Provide back up care options
- Provide start up funding for surrounding county facilities
- Build an on-campus child care facility