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TO: Robert Mason, President
Faculty Senate

FROM: Edward J. Ray, President 

CC: Edward Brook, FEWRC Chair

DATE: April 20, 2017

RE: Child Care and Family Resolution

I was pleased to learn of the passage of the Child Care and Family Resolution at the April 13, 2017, Faculty Senate meeting.

Thank you to the Faculty Senate and the Faculty Economic Welfare and Retirement Committee (FEWRC) for supporting accessible, high quality, affordable and living wage-based family and child resources for faculty, staff and students. The resolution builds on the progress Oregon State is making on this complex, national matter.

I recognize that there is still much work ahead to enhance support for students, faculty and staff in the areas of healthy child development, educational access, workplace satisfaction, and employee recruitment and retention.

Building upon the Faculty Senate's approval of this resolution, I will appoint a broadly representative and permanent OSU Children, Youth and Family Committee. This committee will be asked to review progress in these areas and provide a report each spring to inform and advise future university strategies. Details about the size and composition of the committee will be developed with input from interested parties.

I share with you a summary of the progress we have made to date on matters addressed in the resolution and an outline of anticipated next steps:

Additional High Quality Child Care Services

- We plan to open the first floor of the Azalea House Childcare Center by fall term to serve up to 48 additional children.
- A campus-wide child care needs assessment survey was launched in December 2016 and provided valuable clarity on the challenges that exist with limited availability and

high cost of quality child care.

Parental Leave

- We are in the process of modifying university leave policies to provide for six weeks of paid parental leave. This benefit will be available for unclassified employees who are at 0.5 FTE or more.
- In the first year of implementing this policy, eligible employees will receive up to 60 hours of paid parental leave over the six-week period for which they are on leave.
- Dependent on usage of this benefit and available funding, OSU will increase the number of hours of paid leave to reach the full six-week benefit over the next several years.

Fundraising for Child Care Assistance Funds

- Currently, the Childcare and Family Resources Office provides approximately \$150,000 annually in childcare financial assistance to eligible OSU students.
- The Childcare and Family Resources Office is collaborating with the OSU Foundation to grow its endowment, which provides child care financial assistance to employees. Fundraising efforts to expand the endowment will provide additional assistance to employees who are most in need.
- In alignment with the Student Success Initiative, I have charged the OSU Foundation to provide fundraising efforts for child care scholarships.

I look forward to input from the Faculty Senate Executive Committee and the FEWRC regarding the implementation of these matters.

Thank you for your continued leadership on this important issue.