Dependent Care Study

What?

- Comprehensive dependent care utilization study designed to examine dependent care responsibilities of faculty and staff across the life span:
  - child care;
  - care for ill or disabled family members;
  - unique issues associated with “tweens”, teenagers, young adults; and
  - care for aging family members.
Dependent Care Study

What?

• Project demand for on- or near-campus dependent care services and estimate initial and on-going costs

• Project demand for dependent care services that may be provided at non-campus locations and estimate related initial and on-going costs

• Explore dependent care options that are consistent with SCU culture, mission and quality.
Dependent Care Study

Why?

• By helping faculty and staff better manage work and family responsibilities, we will be better able to:
  – Provide a high quality educational experience for our students
  – Retain faculty and staff
  – Recruit faculty and staff
  – Maintain high morale and strong community

• The study will assist us in developing both short and long term plans to strategically address emerging dependent care issues.
Dependent Care Study

Why Now?

• The Work Life Advisory Committee explored dependent care issues for faculty over the course of the past two years as part of the activities associated with the Sloan Award.

• The Committee recommended that a comprehensive dependent care study be conducted.

• The scope to the study was expanded to include both faculty and staff to best guide the University in planning for the future.
Dependent Care Study

Who?

• Collaborative project of the Provost’s Office and the Department of Human Resources

• Funded in part by the Sloan Award and in part by Human Resources

• Coordinated by Amy Shachter, Associate Provost for Research and Faculty Affairs and Charlie Ambelang, Interim Director of Human Resources

• Bright Horizons Consulting Services
Dependent Care Study

How?

- Demographic and Geographic Analysis
- Leadership Interviews
- Focus Groups
- Dependent Care Utilization Survey
- Financial Analysis and Projections
- Report
- Presentation
Dependent Care Study

Leadership Interviews and Focus Groups

President’s Staff
Benefits Committee
Work Life Committee
Faculty Senate Council Reps and other Faculty
Staff Senate Executive Council and other Senate Reps
Union Stewards
Department Chairs
Kids on Campus Director and Parent Advisory Group
Deans Council
Individual and Group Leadership meetings
Dependent Care Study

When?

January 10  Kick-off, provided demographic and geographic data to Bright Horizons
January 31- Leadership Interviews and Focus Groups
February 2
April 6    Survey Conducted
May 15
May 25  Additional Focus groups
Summer 2011 Final report from Bright Horizons
Fall 2011  Forum for Campus Community
Santa Clara University
Dependent Care Needs Assessment
Executive Summary

Prepared for:

Santa Clara University

By:

The Consulting Practice
A Bright Horizons Solution at Work

June 2011