STANFORD
UNIVERSITY

Faculty Childcare Needs Assessment

Prepared for the
Faculty Development and Diversity Office
and WorkLife Office

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PREFACE

This report documents findings of research undertaken to obtain perspectives of Stanford faculty with young children concerning their childcare experiences, needs, and priorities. This childcare needs assessment is one of several studies that show that Stanford faculty desire more affordable and flexible childcare options and are somewhat dissatisfied with existing childcare resources.

In the Faculty Quality of Life Survey conducted in 2003 by the Provost's Advisory Committee on the Status of Women Faculty (PACSWF), the principal suggestion from female faculty regarding how the University could assist them in better managing their professional and familial responsibilities was greater childcare support. In the survey of junior tenure-track faculty conducted by Harvard's Collaborative on Academic Careers in Higher Education (COACHE), the largest gap between the importance of policies and procedures and their effectiveness for Stanford faculty was in the area of childcare; childcare support was a more prominent concern than external funding assistance, mentoring, and dual career issues.

While the University has invested considerable resources in supporting parents of the campus community—including developing and supporting current childcare centers, planning two additional childcare facilities, and providing assistance for lower-income parents—findings of current and past research suggest additional improvements may be warranted.

Patricia P. Jones
Vice Provost for Faculty Development and Diversity

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Director, WorkLife Office

EXECUTIVE SUMMARY

This report documents findings of a childcare needs assessment conducted by Decision Support Services on behalf of the Faculty Development and Diversity Office and the WorkLife Office at Stanford. Analyses conducted with data gathered from faculty members with children 5 years of age or younger lend insight into childcare experiences, needs, and priorities.

METHODOLOGY

Survey Instrument

The survey instrument used in this study was designed by the Vice Provost for Faculty Development and Diversity and the Director of the WorkLife Office. The questionnaire contains 40 items, six of which were administered only to study participants whose prior responses indicated the optional questions would be relevant. The majority of items allow the participant to select a response from a range of options. It took respondents about 15 minutes to complete the survey.

The questionnaire gathered information from faculty regarding the age of their children, the types of childcare they use, the hours they need childcare, their level of satisfaction with childcare services (including those offered by Stanford), their preferences with respect to the location of childcare, the amount of time they miss work due to caring for sick children, costs associated with childcare, and other topics.

Survey Administration

The questionnaire was administered online. All faculty were sent an email from the Vice Provost for Faculty Development and Diversity and the Director of the WorkLife Office with a link to the instrument and a note requesting their participation in the study. Potential study participants were asked to complete the survey if they had one or more children 5 years of age or younger. Faculty couples were asked to submit one questionnaire to avoid duplicate data. One hundred-fifty individuals submitted questionnaires. As we do not know the family status of all faculty at Stanford, it is not possible to determine a response rate (the percentage of people who participated in the study out of all those who were eligible).

Sample Characteristics

Data were gathered from study participants regarding whether they are tenured, the school with which they are affiliated, their rank, annual household income, gender, and ethnicity. Sample characteristics are as follows:

- 91% of respondents are Medical Center Line and Tenure Line faculty
- 53% of respondents are Assistant Professors, 32% are Associate Professors, and 15% are Full Professors
- 60% of respondents are affiliated with the School of Humanities and Sciences or the School of Medicine
- 67% of respondents report annual, before-tax, household incomes of $100-249K
- 40% of respondents are female
- 68% of respondents are Caucasian and 18% are Asian

RESULTS

Selected findings are presented below. For details concerning these and related analyses, please consult the body of this report.

A. Age of Children

All respondents had at least one child age 5 years or younger—a requirement for participation in the study.

- 68% of respondents' first child is 2-4 years of age
- 43% of respondents have a second child age 5 years or younger

B. Types of Childcare Used

Respondents indicated, for all children 5 years of age or younger, the types of childcare used. Regarding their first child…

- 56% of respondents have a spouse or partner who provides childcare
- 34% of respondents have a live-out nanny
- 23% of respondents use on-campus, center-based care, full-time
- 20% of respondents use Bing Nursery School
- Whether a spouse/partner provides childcare for the first child varies as a function of the gender of the respondent (p=.0001); whereas 36% of female respondents have spouses or partners who provide care, this is true for 70% of male respondents.

The 65 respondents with a second child indicated the types of childcare used.

- 62% of respondents indicated their spouse/partner provides childcare
- 51% of respondents indicated a live-out nanny provides childcare
- Whether a spouse/partner provides childcare for the second child varies as a function of gender (p=.0001); whereas 21% of female respondents have spouses or partners who provide care, this is true for 78% of male respondents.

C. When Childcare is Needed

Participants indicated when they need childcare for all children age 5 and younger.

- 95% of respondents need childcare between 7:30 and 6:00 PM
- 21% of respondents need childcare on weekends
- 17% of respondents need childcare between 6:00 PM and Midnight
- 13% of respondents need childcare on holidays

D. Childcare Preferences and Priorities

Participants indicated preferences with respect to the location of their childcare.

- 35% of respondents prefer childcare be located on campus
- 54% of respondents prefer childcare be located in, or close to, their home

Respondents indicated the types of childcare they would prefer for their first child if availability and cost were not issues. Because they selected all that apply, percentages shown below exceed 100%.

- 47% of respondents prefer on-campus center-based care, full-time
- 39% of respondents prefer Bing Nursery School
- 37% of respondents prefer their spouse or partner provide care
- 34% of respondents prefer live-out nannies

Regarding their second child, preferences were as follows:

- 42% of respondents prefer Bing Nursery School
- 40% of respondents prefer on-campus center-based care, full-time
- 37% of respondents prefer a live-out nanny
- 35% of respondents prefer their spouse or partner provide care

Participants indicated the importance of different characteristics of childcare programs.

- 91% of respondents indicated program quality is Very Important
- 85% of respondents indicated staff reliability is Very Important
- 64% of respondents indicated hours of availability is Very Important

Respondents indicated what is *most* important to them when choosing childcare.

- 65% of respondents indicated program quality is the most important consideration
- 11% of respondents indicated staff reliability is the most important consideration

E. Caring for a Sick Child

Participants indicated the ways they meet their childcare needs for a sick child.

- 69% of respondents stay home from work
- Whether the respondent stays home from work when a child is ill varies as a function of gender (p=.034); whereas 80% of female respondents stay home, this is true for 63% of male respondents.
- 62% of respondents' spouses/partners stay home from work
- 68% of respondents indicated it is Important or Very Important that care be available for a sick child
- 32% of respondents miss 5 or more days of work to care for a sick child

F. When Regular Childcare is Unavailable

Respondents indicated how they meet their childcare needs when their regular childcare is unavailable.

- 78% of respondents stay home from work
- Whether the respondent stays home from work when regular care is unavailable varies as a function of gender (p=.021); whereas 88% of female respondents stay home from work, this is true for 72% of male respondents.
- 65% of respondents' spouses/partners stay home from work
- 31% of respondents have a relative, friend, or babysitter care for their child
- 18% of respondents bring their child to work

Respondents indicated the number of times in an average year childcare problems cause them to miss work-related activities.

- 75% of respondents indicated that childcare problems interfere with research activities six or more times annually
- 66% of respondents arrive to work late or leave early six or more times
- 48% of respondents miss professional development opportunities six or more times

G. Satisfaction with Childcare

Respondents who had used one or more off-campus childcare or children's programs (37% of study participants) indicated their level of satisfaction.

- 49% of respondents indicated they are Dissatisfied or Very Dissatisfied with the cost of off-campus childcare
- 34% of respondents indicated they are Dissatisfied or Very Dissatisfied with the flexibility of scheduling options

H. Frequency Childcare Arrangements Change

Respondents indicated the number of times in the last 2 years their childcare arrangements changed.

- 27% of respondents indicated their childcare arrangements had not changed
- 46% of respondents indicated their childcare arrangements changed once or twice

I. Difficulty Finding Childcare Information and Services

Respondents indicated the level of difficulty they faced when trying to find information and childcare services.

- 62% of respondents experienced Major Difficulty finding affordable childcare
- 59% of respondents experience Major Difficulty finding back-up care when their regular childcare provider is unavailable

- 49% of respondents experience Major Difficulty locating childcare for a sick child
- 38% of respondents experience Major Difficulty finding childcare during non-traditional hours
- 29% of respondents experienced Major Difficulty finding childcare with early drop-off or late pick-up

Respondents indicated if, due to childcare issues, they have considered reducing their workload.

- 41% of respondents indicated they have considered a reduced work schedule
- Whether respondents have considered a reduced work schedule varies as a function of gender (p=.0001); whereas 62% of women indicated they had considered cutting back their hours, this was true for 27% of male respondents.

Respondents indicated whether due to childcare issues, they have questioned whether they should stay at Stanford.

- 57% of respondents indicated they have questioned whether they should stay at Stanford
- Whether respondents have considered leaving Stanford varies as a function of gender (p=.028); whereas 69% of female respondents indicated they have questioned staying at Stanford, this is true for 48% of male respondents.

J. Stanford Childcare and Children's Programs

Respondents who had used one or more Stanford childcare or children's programs (35% of study participants) indicated which programs they used.

- 40% of respondents used Bing Nursery School
- 30% of respondents used the Children's Center of the Stanford Community
- 30% of respondents used Stanford Arboretum Children's Center

Respondents indicated their level of satisfaction with various aspects of the Stanford childcare programs or services used.

- 46% of respondents were Dissatisfied or Very Dissatisfied with the cost of childcare
- 32% of respondents were Dissatisfied or Very Dissatisfied with the flexibility of scheduling options

Respondents indicated the amount of time they were on a waiting list for a Stanford program prior to enrolling. Those who had not yet enrolled indicated how long they have been waiting. Respondents indicated if they would enroll if space were available.

- 58% of respondents who were on a waiting list prior to enrolling, waited 10 months or longer
- 79% of those who are currently on a waiting list for Stanford childcare have been waiting 10 months or longer
- 66% of respondents indicated they would enroll in a Stanford childcare program if space were available

K. Childcare Costs

Respondents indicated, for each of their children, the childcare expenses they incur annually.

- 60% of respondents incur $10,000 to $24,999 in childcare costs annually for their first child
- 57% of respondents incur between $10,000 and $24,999 in childcare costs annually for their second child

CONCLUSIONS

Findings of this study indicate that Stanford faculty with young children prefer that childcare be located on campus, and in or near their homes. Foremost of respondents' priorities when selecting childcare are program quality and staff reliability. Flexible scheduling options are also important.

When children are sick, or when regular childcare is not available, large percentages of respondents and their spouses/partners stay home from work. About a third of respondents miss 5 or more days of work annually to care for an ill child. A large percentage of respondents indicated it is important that care be available for a sick child.

Faculty expressed significant dissatisfaction with the cost of both on- and off-campus childcare programs. Noteworthy percentages of respondents expressed dissatisfaction with hours of availability for both on- and off-campus childcare programs. Large percentages of respondents waited significant periods prior to enrolling in a Stanford program or have been waiting over a year in the hope they will be able to enroll.

Several analyses showed statistically significant differences between male and female respondents regarding childcare experiences. Female respondents more often considered a reduced work schedule and debated whether they should leave Stanford due to childcare issues. Female respondents also missed more days of work than their male counterparts to care for sick children.

While it was not possible to conduct tests of statistical significance for some analyses due to the small sample size, the cross tabulations show that greater proportions of female respondents miss regularly scheduled teaching assignments, faculty meetings or other academic responsibilities, and professional development opportunities due to childcare issues.

Taken together, findings of this research suggest that Stanford faculty—especially female faculty—could benefit from having greater access to more affordable childcare programs that are located on or near campus. High quality programs that offer flexibility in terms of type of care offered and hours of availability are most desirable.

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INTRODUCTION

This report documents findings of a childcare needs assessment conducted by Decision Support Services on behalf of the Faculty Development and Diversity Office and WorkLife Office at Stanford. Analyses conducted with data gathered from faculty members with children 5 years of age or younger lend insight into childcare experiences, needs, and priorities.

METHODOLOGY

Survey Instrument

The survey instrument used in this study was designed by the Vice Provost for Faculty Development and Diversity and the Director of the WorkLife Office. It contains 40 items, six of which were administered only to study participants whose prior responses indicated the optional questions would be relevant. The majority of questions allow the participant to select a response from a range of options. A few items are open-ended, requiring the respondent to enter text. It took study participants 10 to 15 minutes to complete the survey.

The questionnaire gathered information from faculty regarding the age of their children, the types of childcare they use, the hours they need childcare, their level of satisfaction with childcare services (including those offered by Stanford), their preferences with respect to the location of childcare, the amount of time they miss work due to caring for sick children, costs associated with childcare, and other topics. The survey instrument was designed using a software program called OPINIO, provided by the Institute for Research in the Social Sciences (IRiSS) at Stanford. Images of the survey instrument are shown in Appendix B.

Survey Administration

The questionnaire was administered via the Internet. All faculty were sent an email from the Vice Provost for Faculty Development and Diversity and the Director of the WorkLife Office with a link to the instrument and a note requesting their participation in the study. Faculty were asked to complete the survey if they have one or more children 5 years of age or younger. (The text of the email is shown in Appendix A.) Potential study participants received a reminder email approximately 2 weeks after the initial request and a final reminder 2 weeks after that. As we do not know the family status of all faculty at Stanford, it was not possible for us to determine a response rate—the percentage of people who participated in the study out of all those who were eligible. One hundred-fifty individuals submitted questionnaires.

Analytical Approach

All percentages shown in the tables and figures in this report reflect the number of respondents who selected particular response options out of those who completed the survey items in question. Some tables summarize the findings of one survey item. In this case, the number of respondents is shown in the table heading. For example, Table 1 shows that 150 respondents indicated how their childcare needs are met. Some tables summarize the findings of a set of survey items. Response rates for items in a set may vary slightly from item to item. Rather than indicating the number of respondents for every question in the group, the response rate for the first item is depicted in the table heading with the "≈" indicating the value is approximate. For example, 146 respondents completed the first item in the set of survey items depicted in Table 6. Where findings of chi-square analyses are presented graphically, the Y-axis depicts the percentage of respondents for females and males separately. For example, in Figure B-1, 36% of female respondents indicated their spouse/partner provides childcare for their first child whereas this is true for 70% of male respondents.

Sample Characteristics

Data were gathered from study participants regarding whether they are tenured, their rank, the school to which they belong, their annual household income, gender, and ethnicity. Characteristics of our study participants are described in Figures 1-5.

Types of faculty are shown in Figure 1 (survey item #36). Ninety-one percent of respondents are Medical Center Line and Tenure Line faculty.

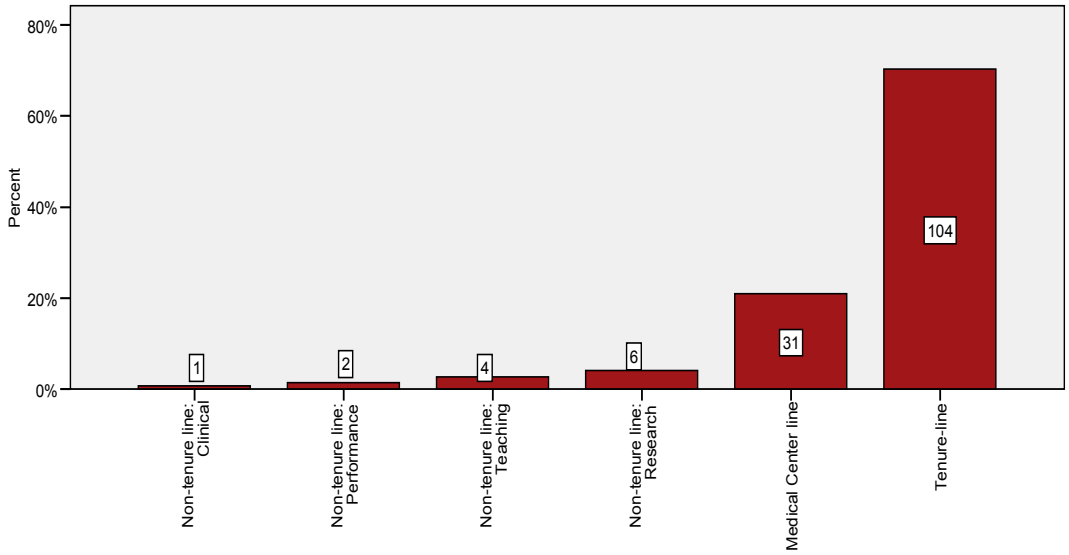


Figure 1. Type of Faculty (n=148)

Rank of faculty are shown in Figure 2 (survey item #37). Fifty-three percent of faculty are Assistant Professors. Thirty-two percent are Associate Professors. Fifteen percent are Full Professors.

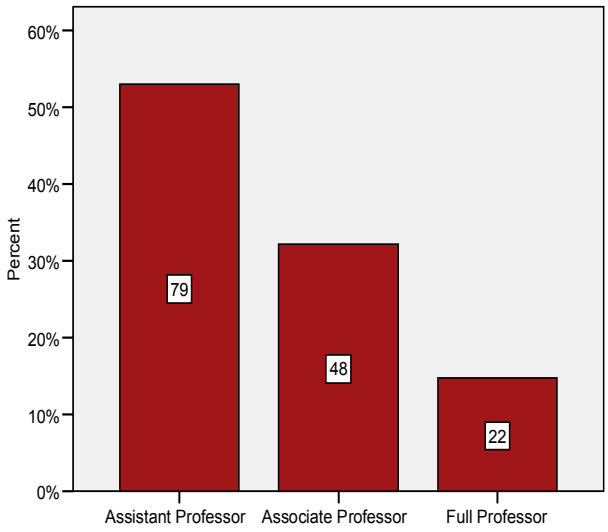


Figure 2. Rank of Faculty (n=149)

Respondents indicated the school to which they belong (survey item #38). Sixty percent of study participants are located in the School of Humanities and Sciences or School of Medicine.

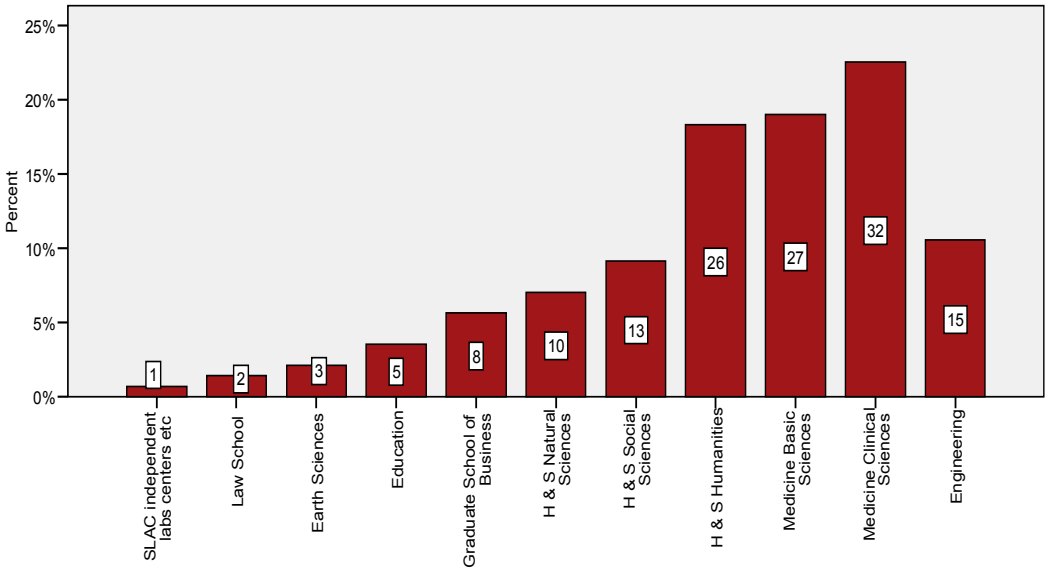


Figure 3. Study Participants' Schools and Divisions (n=142)

Respondents indicated their annual, before-tax, household income (survey item #34). Sixty-seven percent of respondents report income of $100,00-249,000.

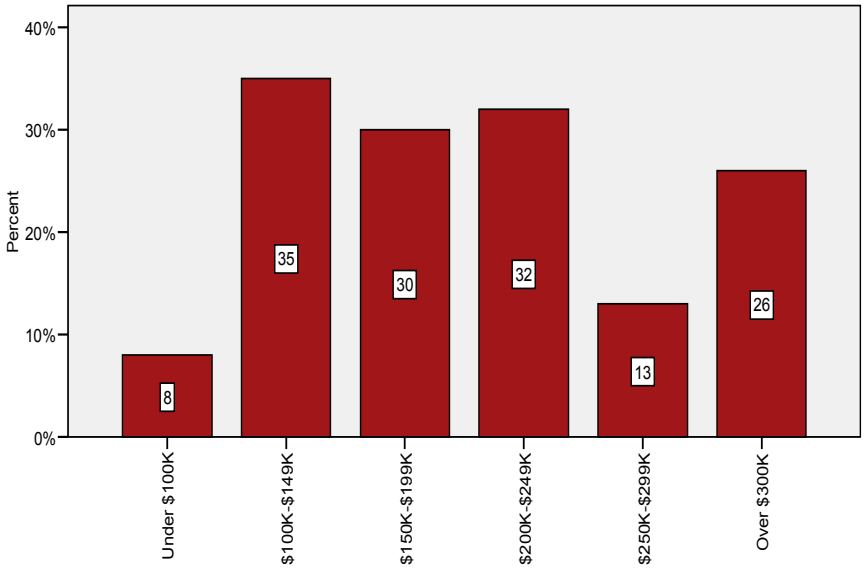


Figure 4. Study Participants' Annual Household Before-Tax Income (n=144)

Forty percent of respondents are female (survey item #39).

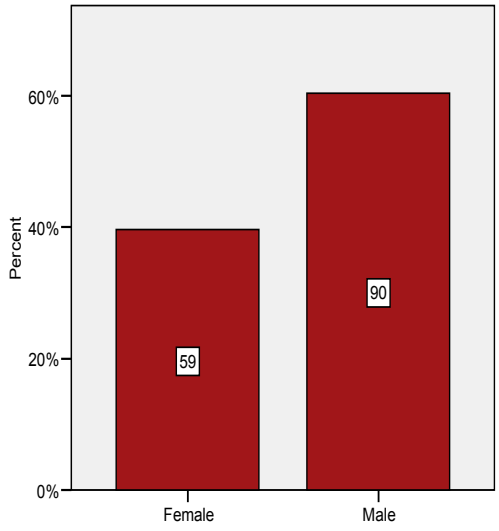


Figure 5. Gender of Study Participants (n=149)

Respondents indicated their ethnic background by selecting from the response options of Asian/Pacific Islander, Black/African American, Hispanic/Latino, Native American/Alaskan Native, White, or Other (survey item #40). They were instructed to "select all that apply." Individuals who indicated having more than one ethnic background and those who indicated their ethnic background was not among the response options provided are included in the Other category. Sixty-eight percent of respondents are Caucasian and 18% are Asian. The balance of respondents are Native American, Black, Hispanic, or of mixed ethnic heritage.

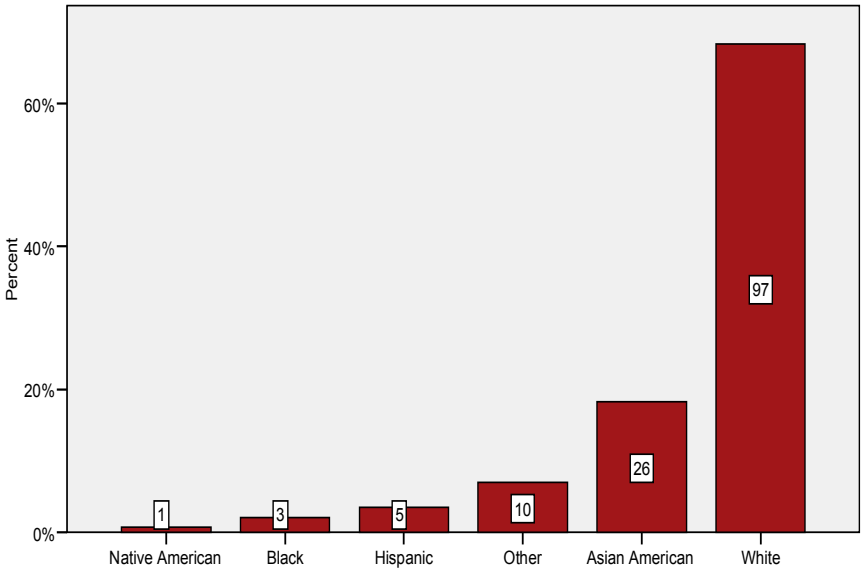


Figure 6. Ethnicity of Study Participants (n=142)

RESULTS

The results section of this report is organized around the following topics: (a) the age of respondents' children, (b) the types of childcare used, (c) the hours that childcare is needed, (d) childcare preferences and priorities, (d) childcare options when a child is sick, (f) childcare options when regular care is unavailable, (g) satisfaction with existing childcare, (h) frequency childcare arrangements change, (i) level of difficulty finding information about childcare and services, (j) satisfaction with and availability of Stanford childcare programs and services, and (k) childcare costs.

A. Age of Children

Participants indicated the age of each of their children 5 years and younger (survey item #1). All respondents had at least one child age 5 years or younger—a requirement for participation in the study. Sixty-eight percent of respondents' first child is 2-4 years of age.

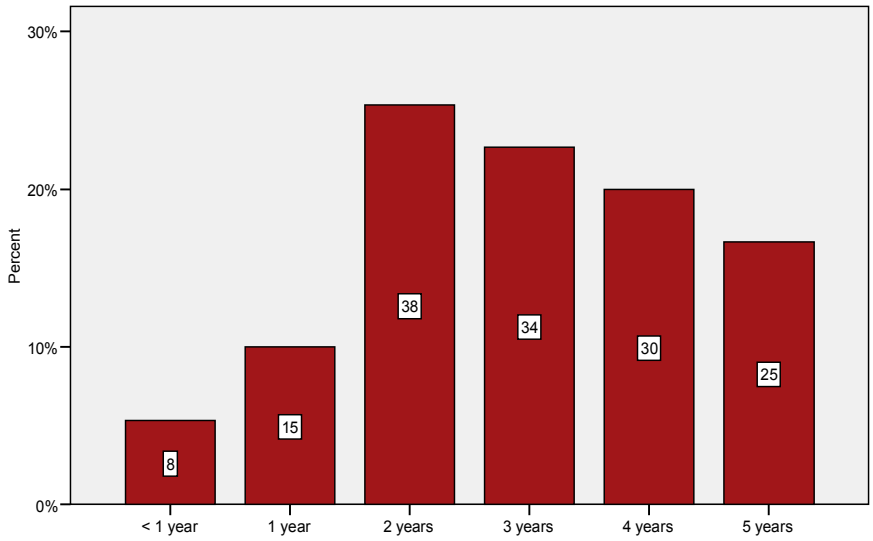


Figure A-1. Age of First Child (n=150)

Forty-three percent of study participants (n=65) reported having a second child age 5 years or younger (survey item #1). Sixty-three percent of respondents reported that their second child is under two years of age.

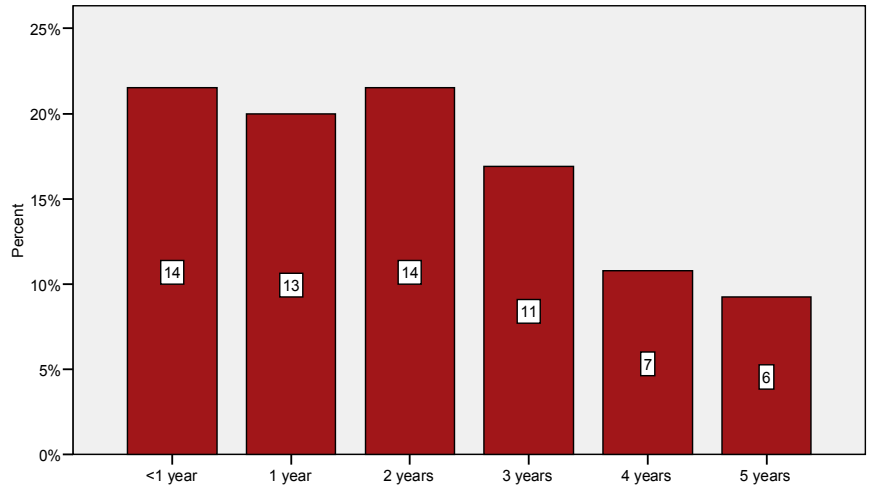


Figure A-2. Age of Second Child (n=65)

Only six study participants had a third child 5 years of age or younger and no study participants had a fourth child age 5 years or younger.

B. Types of Childcare Used

Respondents indicated, for all children 5 years of age or younger, the types of childcare used (survey item #2). Methods of meeting childcare needs for first-born children are summarized below. A large proportion of respondents have a spouse or partner who provides childcare (56%). Many respondents have a live-out nanny (34%).

Table 1
How Childcare Needs are Met for First Child
(n=150)

Type of Childcare Used	*Percentage*[1]
My spouse/partner provides childcare.	56%
A relative provides childcare in my home.	15%
A relative provides childcare in their home.	9%
A live-in nanny provides childcare.	5%
A live-out nanny provides childcare.	34%
I use licensed family home care.	10%
I use on-campus, center-based care, full-time.	23%
I use on-campus center-based care, part-time.	9%
I use off-campus center-based care, full-time.	15%
I use off-campus center-based care, part-time.	5%
I use an off-campus nursery school.	6%
I use Bing Nursery School.	20%
I use an after-school program.	10%
I use a before-and-after school program.	3%
I use a type of childcare not described above.	8%

[1] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether a spouse/partner provides childcare for the first child varies as a function of the gender of the respondent (p=.0001). Whereas 36% of female respondents have spouses or partners who provide care, this is true for 70% of male respondents (Figure B-1).

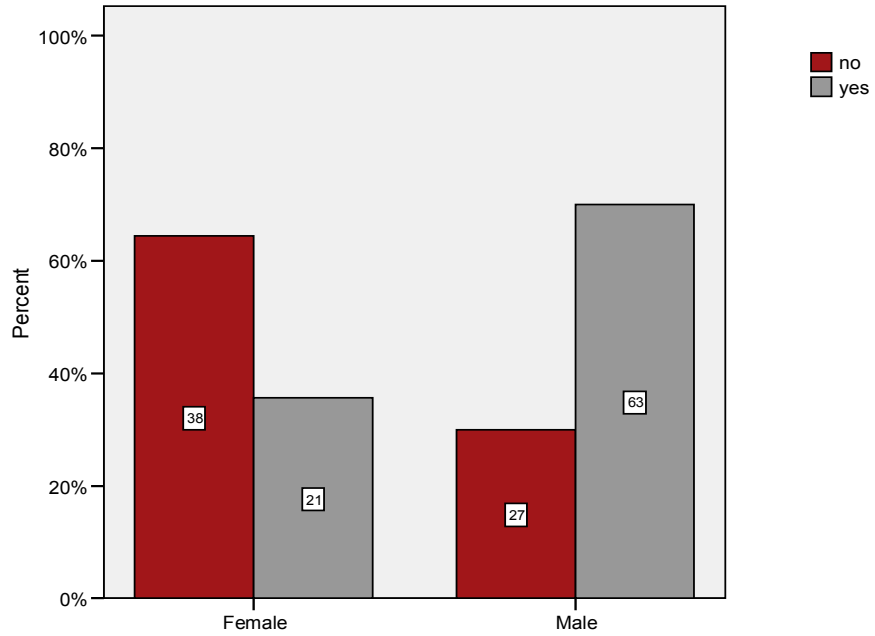


Figure B-1. My spouse/partner provides childcare for our first child (n=149).

Respondents who have a second child (n=65) meet their childcare needs for this child in a variety of ways (survey item #2). Sixty-two percent of respondents indicated their spouse/partner provides childcare. Fifty-one percent of respondents indicated a live-out nanny provides childcare.

Table 2
How Childcare Needs are Met for Second Child
(n=65)

Type of Childcare Used	*Percentage*[2]
My spouse/partner provides childcare.	62%
A relative provides childcare in my home.	15%
A relative provides childcare in their home.	11%
A live-in nanny provides childcare.	5%
A live-out nanny provides childcare.	51%
I use licensed family home care.	3%
I use on-campus center-based care, full-time.	8%
I use on-campus center-based care, part-time.	9%
I use off-campus center-based care, full-time.	5%
I use off-campus center-based care, part-time.	2%
I use an off-campus nursery school.	3%
I use Bing Nursery School.	15%
I use an after-school program.	2%
I use a before-and-after school program.	2%
I use a type of childcare not described above.	5%

[2] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether a spouse/partner provides childcare for the second child varies as a function of the gender of the respondent (p=.0001). Whereas 21% of female respondents have spouses or partners who provide care, this is true for 78% of male respondents (Figure B-2).

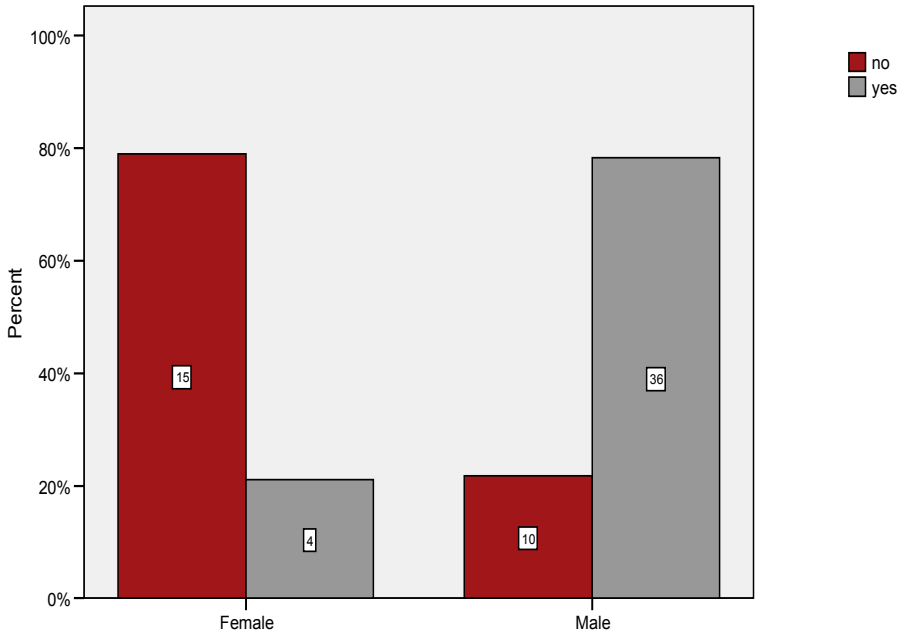


Figure B-2. My spouse/partner provides childcare for our second child (n=65).

Because only six respondents indicated having a third child 5 years of age or younger, we do not report types of childcare used for that child. No respondents reported having a fourth child 5 years of age or younger.

C. When Childcare is Needed

Participants were asked to indicate the hours and days they need childcare for all children ages 5 and younger (survey item #3). Not surprisingly, a high percentage of respondents need childcare between 7:30 and 6:00 PM (95%). About a fifth of respondents need childcare on weekends (21%).

Table 3
When Childcare is Needed
(n=150)

Hours Childcare is Needed	*Percentage*[3]
Before 7:30 AM	4%
All or part of 7:30 AM to 6:00 PM	95%
All or part of 6:00 PM to 12:00 Midnight	17%
After 12:00 Midnight and before 7:30 AM	2%
Different hours due to a rotating shift	8%
Weekends	21%
Holidays	13%

D. Childcare Preferences and Priorities

Participants indicated where they prefer childcare be located by selecting all that apply (survey item #4). Many respondents indicated they prefer childcare be on campus (35%). Large percentages of respondents prefer that childcare be located in, or close to their home (54%).

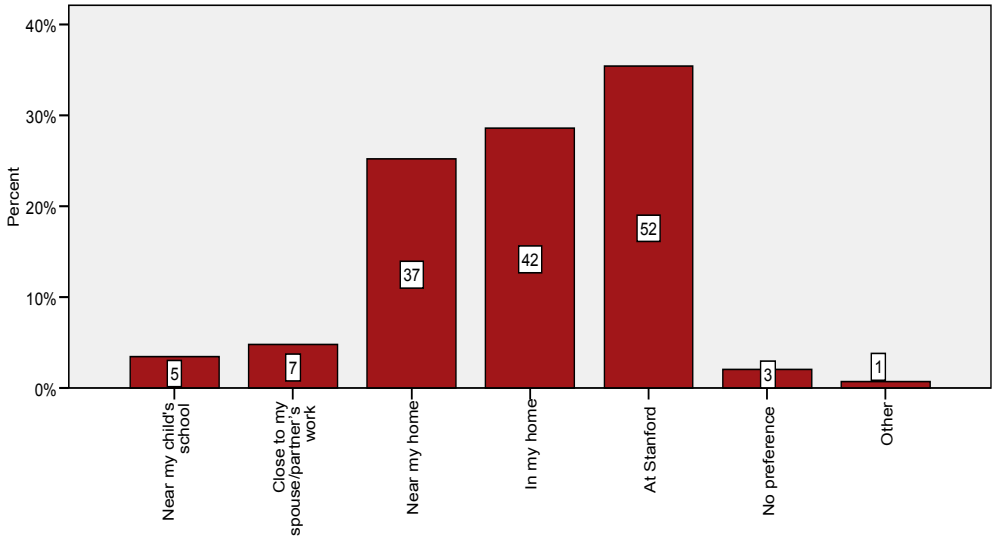


Figure D-1. Preferred Location of Childcare (n=147)

[3] Because respondents were instructed to "select all that apply," percentages do not total 100%.

For each of their children, respondents indicated the types of childcare they would prefer if availability and cost were not issues (survey item #19). Relatively large percentages of respondents indicated that for their first child, they would prefer to use on-campus center-based care, full-time (47%) or for their child to attend Bing Nursery School (39%). They also indicated a preference for their spouse or partner to provide care (37%) and for live-out nannies (34%).

Table 4
Childcare Preferences First Child
(n=150)

Type of Childcare	*Percentage*[4]
Spouse/partner take care of our child	37%
Relative provides childcare in my home	26%
Relative provides childcare in their home	12%
Live-in nanny	16%
Live-out nanny	34%
Licensed family home care	3%
On-campus center-based care, full-time	47%
On-campus center-based care, part-time	20%
Off-campus center-based care, full-time	21%
Off-campus center-based care, part-time	2%
Off-campus nursery school	7%
Bing Nursery School	39%
An after-school program	16%
A before-and-after school program	9%
A type of childcare not described above	4%

[4] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether the respondent prefers that their spouse/partner take care of their first child does not vary as a function of gender at a statistically significant level (p=.074). Though the analysis is not statistically significant, it is clear that a greater proportion of men than women prefer that their spouse/partner provide childcare (Figure D-2).

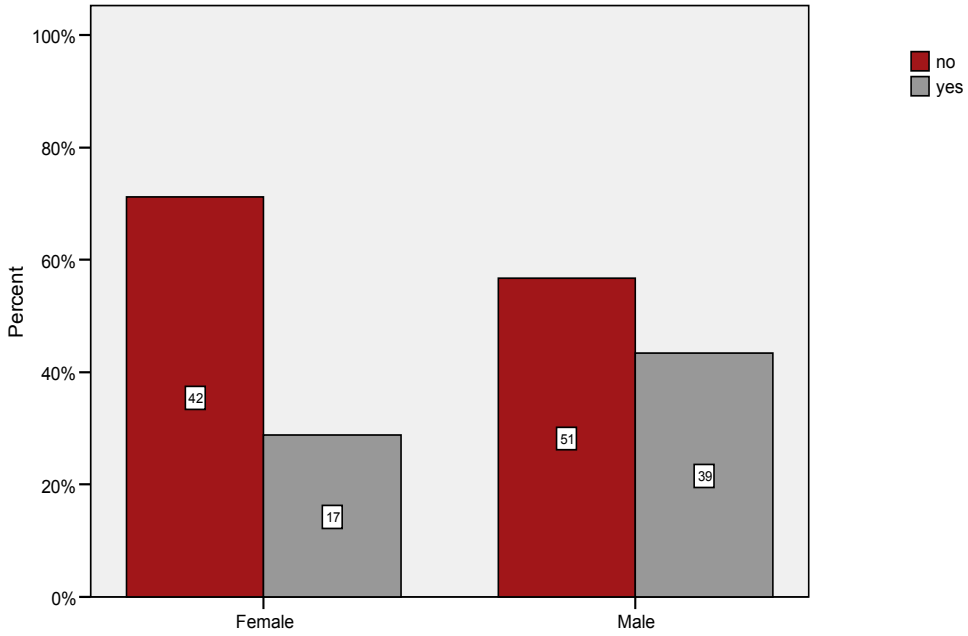


Figure D-2. Preferred Caregiver First Child (n=149)

Regarding their second child, preferences were Bing Nursery School (42%) and on-campus center-based care, full-time (40%) (survey item #19). A relatively large number of respondents indicated they would like a live-out nanny (37%) and/or their spouse/partner to provide care (35%).

Table 5
Childcare Preferences Second Child
(n=65)

Type of Childcare	*Percentage*[5]
Spouse/partner take care of our child	35%
Relative provides childcare in my home	26%
Relative provides childcare in their home	14%
A live-in nanny provides childcare	14%
A live-out nanny provides childcare	37%
Licensed family home care	0%
On-campus center-based care, full-time	40%
On-campus center-based care, part-time	25%
Off-campus center-based care, full-time	5%
Off-campus center-based care, part-time	3%
Off-campus nursery school	8%
Bing Nursery School	42%
An after-school program	11%
A before-and-after school program	8%
A type of childcare not described above	5%

[5] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether the respondent prefers that their spouse/partner take care of their second child varies as a function of gender at a statistically significant level (p=.018). Whereas 21% of female respondents prefer that their spouse or partner provide care, this is true for 41% of male respondents (Figure D-3).

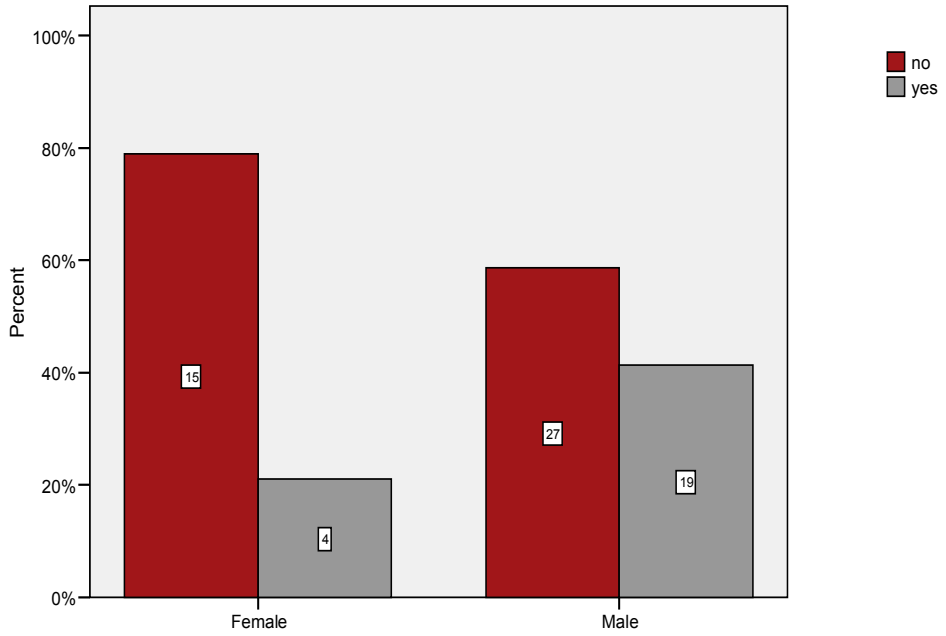


Figure D-3. Preferred Caregiver Second Child (n=65)

Respondents rated the importance of various aspects of childcare (survey item #20). Large proportions of respondents indicated program quality and staff reliability are Very Important.

Table 6
Important Considerations When Choosing Childcare[6]
(n≈146)

How important is…when choosing childcare?	*Very Important*	*Important*	*Somewhat Important*	*Not Important*
Cost/affordability	34%	50%	16%	1%
Program quality	91%	8%	2%	0%
Hours of availability	64%	30%	7%	0%
Flexibility in accommodating schedule	43%	43%	12%	2%
Reliability of staff	85%	14%	5%	0%
Adult-to-child ratio	51%	40%	10%	0%
Located on campus	21%	36%	22%	21%

[6] Percentages may not total 100% due to rounding.

Respondents indicated what is *most* important to them when choosing childcare (survey item #21). (Unlike data presented in Table 6, for this survey item respondents selected one response only.) Program quality was the most important consideration for 65% of respondents.

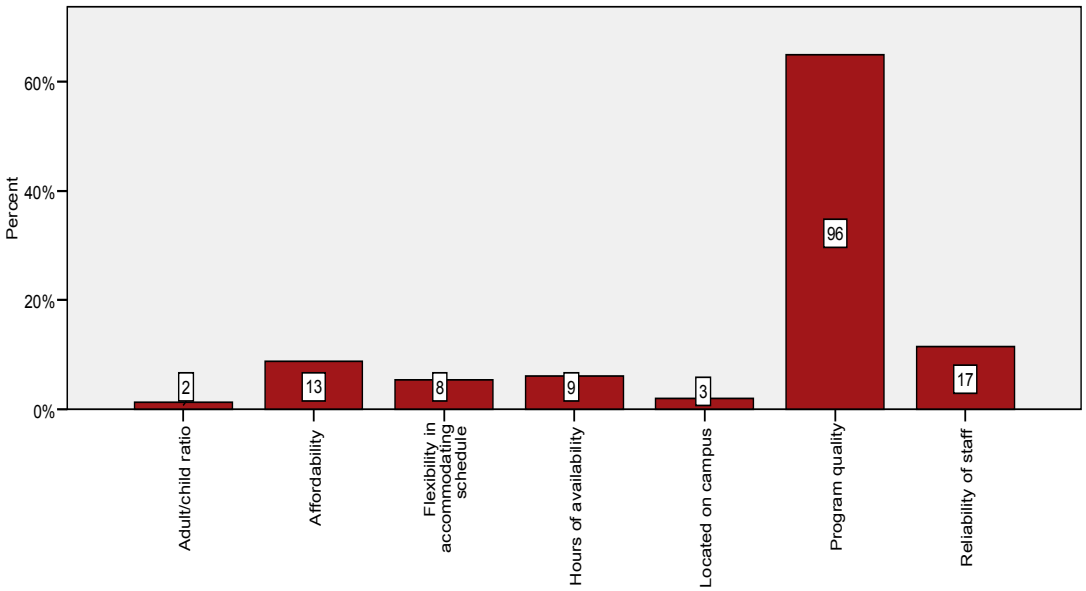


Figure D-4. Most Important Consideration When Choosing Childcare (n=148)

E. Caring for a Sick Child

Participants indicated the ways they meet their childcare needs when a child is sick (survey item #5). Sixty-nine percent of respondents indicate they stay home from work while 62% indicated their spouse/partner stays home from work.

Table 7
Caring for a Sick Child
(n=150)

How Childcare Needs are Met	*Percentage*[7]
I use my usual in-home care.	29%
I stay home from work.	69%
My spouse/partner stays home from work.	62%
My spouse partner takes care of our child because he/she is home full-time.	11%
I use my current childcare, which includes sick care.	3%
I use Stanford's emergency back-up program.	1%
A relative, friend, or babysitter takes care of my child.	19%
I bring my child to work.	9%
My spouse/partner takes our child to work.	4%
I use a type of childcare not described above.	2%

[7] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether the respondent stays home from work when a child is ill varies as a function of the gender of the respondent (p=.034). Whereas 80% of female respondents indicate they stay home, this is true for 63% of male respondents (Figure E-1).

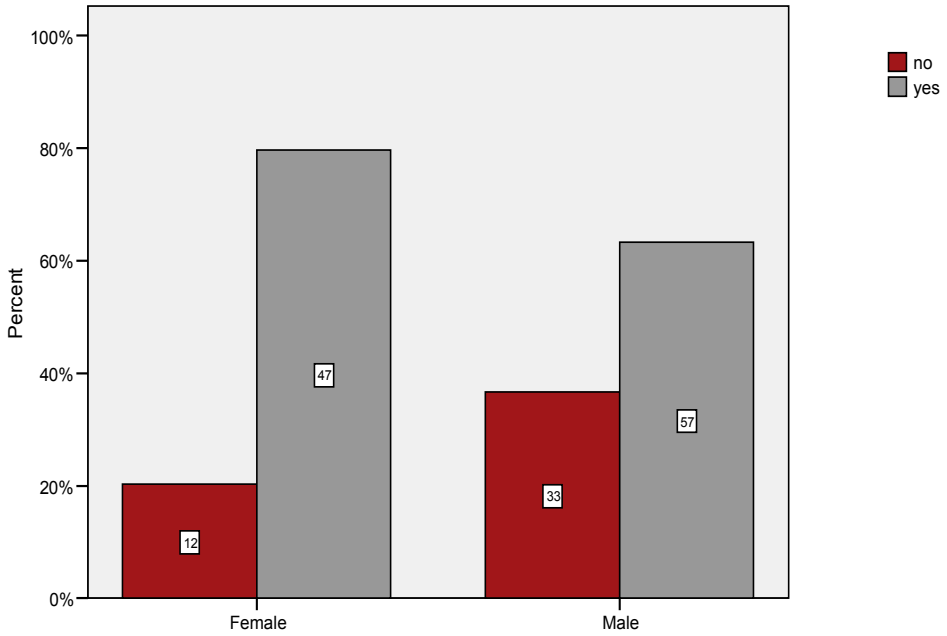


Figure E-1. When a child is ill, I stay home from work (n=149).

A chi-square test shows that whether the respondent's spouse stays home from work when a child is ill does not vary as a function of gender at a statistically significant level (p=.095).

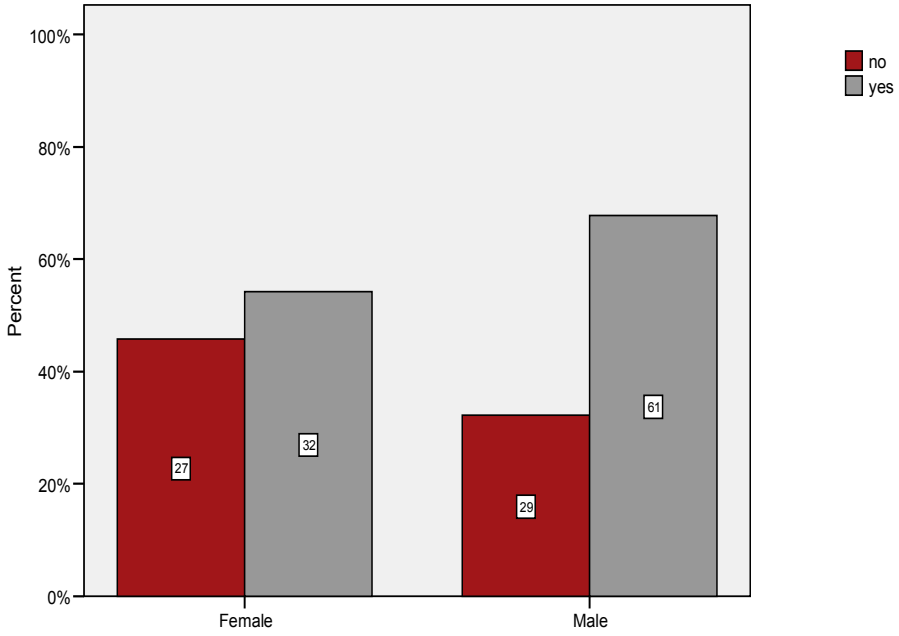


Figure E-2. When a child is ill, my spouse/partner stays home from work (n=149).

Sixty-eight percent of respondents indicated it is Important or Very Important that care be available for a sick child (survey item #22).

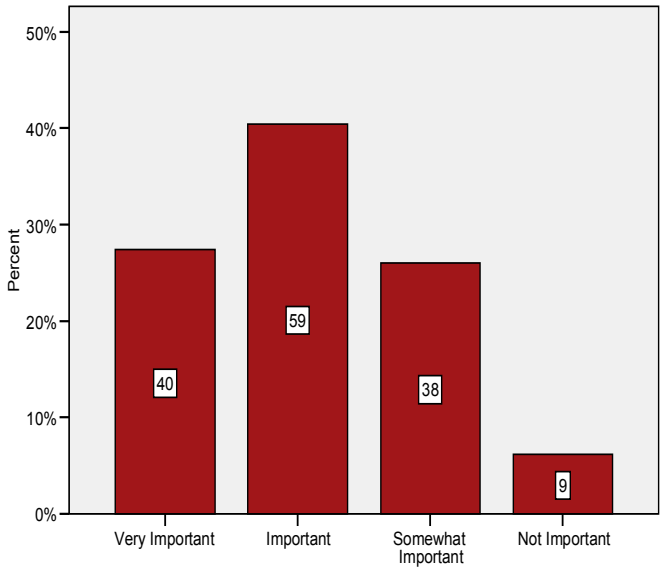


Figure E-3. Importance of Childcare for a Sick Child (n=146)

Participants indicated how many day of work they miss in an average year to care for a sick child (survey item #6). Thirty-two percent of respondents miss five or more days of work.

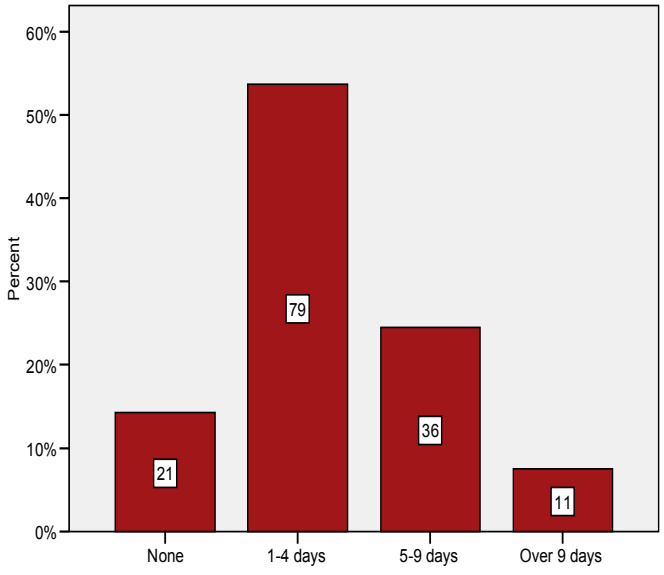


Figure E-4. Number of Days of Work Missed Due to Caring for a Sick Child (n=147)

Due to the small sample size, it is not feasible to perform a chi-square test to determine if the number of days of work missed varies as a function of the gender of the respondent at a statistically significant level. However, the cross tabulation depicted below shows that 41% of women miss over five days of work compared with 26% of their male colleagues.

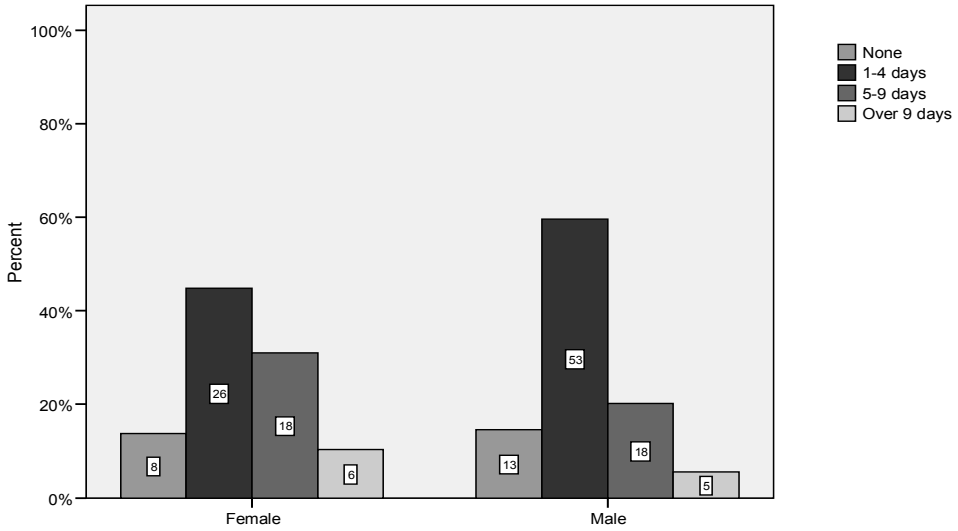


Figure E-5. Number of Days of Work Missed Due to Caring for a Sick Child (n=147)

F. When Regular Childcare is Unavailable

Respondents indicated how they meet their childcare needs when their regular childcare is unavailable (survey item #7). Large percentages of respondents and their spouses/partners stay home from work.

Table 8
When Regular Childcare is Unavailable
(n=150)

How Childcare Needs Are Met	*Percentage*[8]
I stay home from work.	78%
My spouse/partner stays home from work.	65%
My spouse partner takes care of our child because he/she is home full-time.	9%
I use Stanford's emergency back-up program.	3%
A relative, friend, or babysitter takes care of my child.	31%
I bring my child to work.	18%
My spouse/partner takes our child to work.	7%
I use a type of childcare not described above.	3%

[8] Because respondents were instructed to "select all that apply," percentages do not total 100%.

A chi-square test shows that whether the respondent stays home from work when regular care is unavailable varies as a function of gender (p=.021). Whereas 88% of female respondents stay home from work, this is true for 72% of male respondents (Figure F-1).

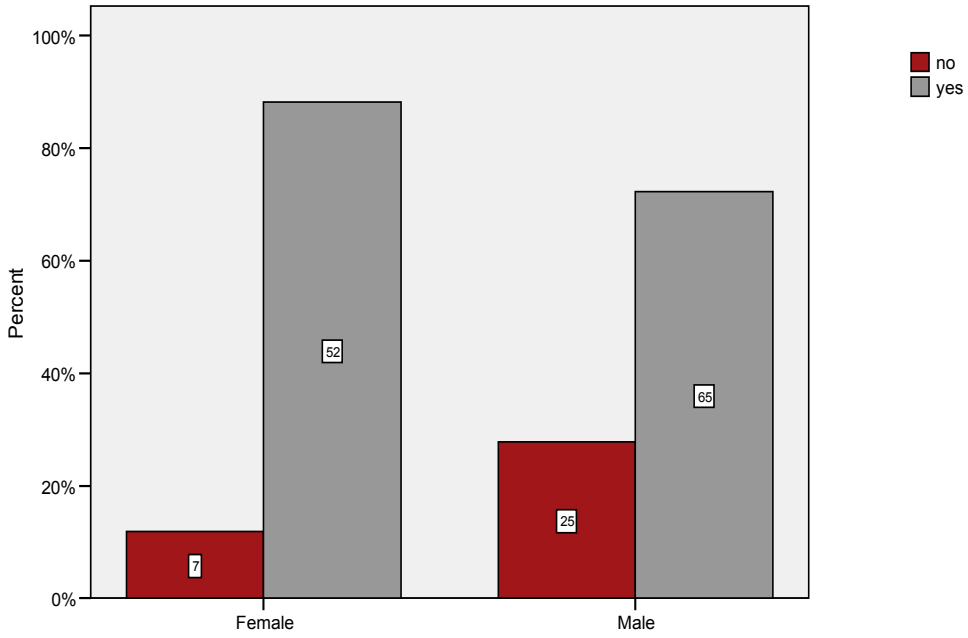


Figure F-1. When regular childcare is unavailable, I stay home from work (n=149).

A chi-square test did not show a statistically significant difference in whether a spouse/partner stays home from work when regular care is unavailable, as a function of the gender of the respondent (p=.231).

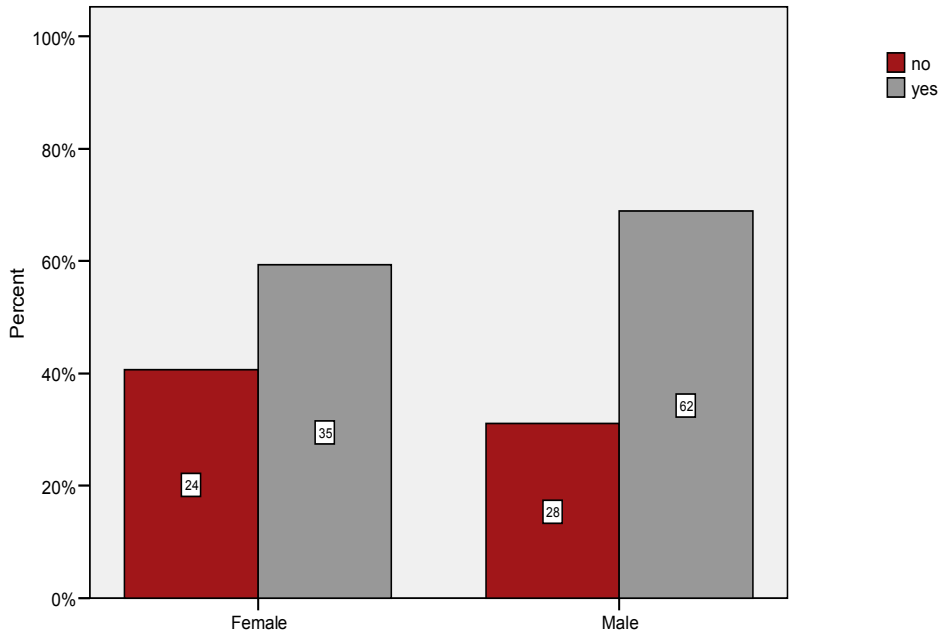


Figure F-2. When regular childcare is unavailable, my spouse/partner stays home from work (n=149).

Respondents indicated the number of times in an average year that childcare problems cause them to miss work-related activities (survey item #14). Three-quarters of respondents indicated that childcare problems interfere with research activities six or more times annually. Sixty-six percent of respondents arrive to work late or leave early six or more times. Close to half of respondents miss professional development opportunities six or more times.

Table 9
Frequency Childcare Problems Interfere With Work-Related Activities[9]
(n≈149)[10]

In an average year, how many times do childcare problems cause you to…	*None*	*1-5*	*6-10*	*Over 10*
…be late for work or leave early?	14%	20%	30%	36%
…miss regularly scheduled teaching assignments?	72%	26%	1%	1%
…lose time that would go toward research?	9%	16%	18%	57%
…miss faculty meetings or other academic responsibilities?	24%	52%	14%	10%
…miss professional development opportunities?	19%	33%	21%	27%
…miss clinical responsibilities?[11]	84%	11%	3%	2%
…bring your child to work?	56%	36%	7%	2%

Due to the small sample size, it is not feasible to perform chi-square tests to determine if the number of times childcare problems interfere with various work-related activities varies as a function of the gender of the respondent at a statistically significant level. Cross tabulations for items shown in Table 9 (aside from the item pertaining to clinical responsibilities) are depicted below in Figures F-3 through F-8.

[9] Percentages may not total 100% due to rounding.
[10] While these survey items were applicable to all 150 survey respondents, and an "n" of 150 is shown in the table heading, response rates for the items depicted in Table 9 varied from 124 to 142 respondents. All percentages were calculated using the number of respondents for each item rather than the number of study participants. The number of respondents for each item is depicted in the figure titles where the cross tabulations are presented.
[11] For this item, the response option of "none" is a measure of two things: (1) the number of respondents for whom this item is not applicable (e.g., those who do not have clinical responsibilities), and (2) the number of respondents who miss no clinical responsibilities as a result of childcare problems.

Sixty-three percent of female respondents and 69% of male respondents are late for work or leave work early six or more times per year to care for a child.

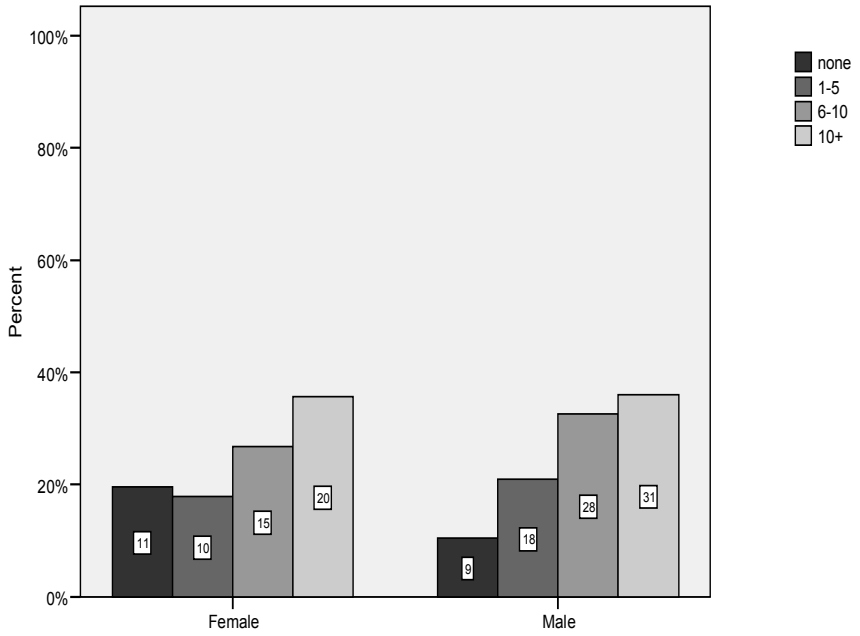


Figure F-3. Number of times childcare problems caused me to be late for work or leave early (n=142)

Twenty-seven percent of female respondents and 25% of male respondents miss regularly scheduled teaching assignments one to five times annually due to childcare problems.

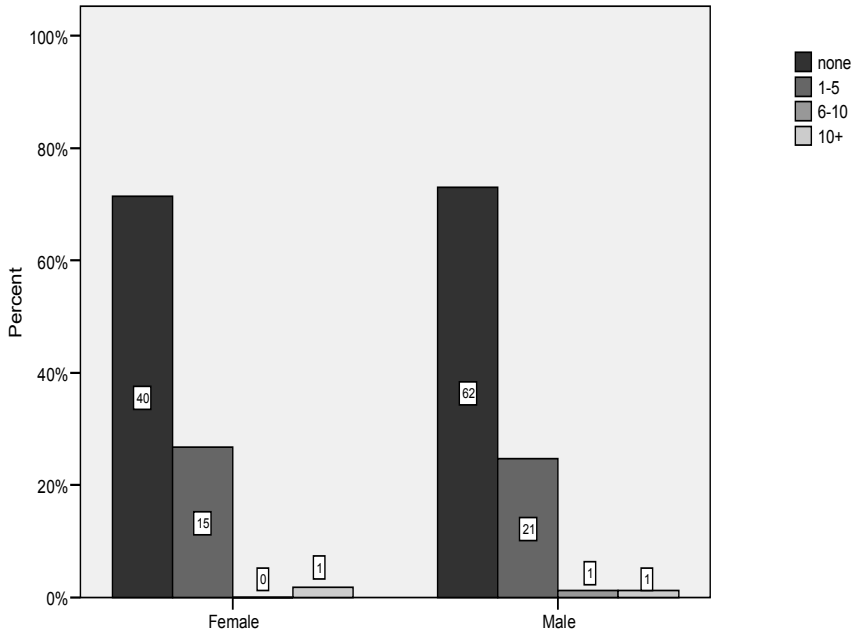


Figure F-4. Number of times childcare problems caused me to miss regularly scheduled teaching assignments (n=141)

Seventy-five percent of female respondents and 76% of male respondents lose time that would go towards research six or more times annually due to childcare problems.

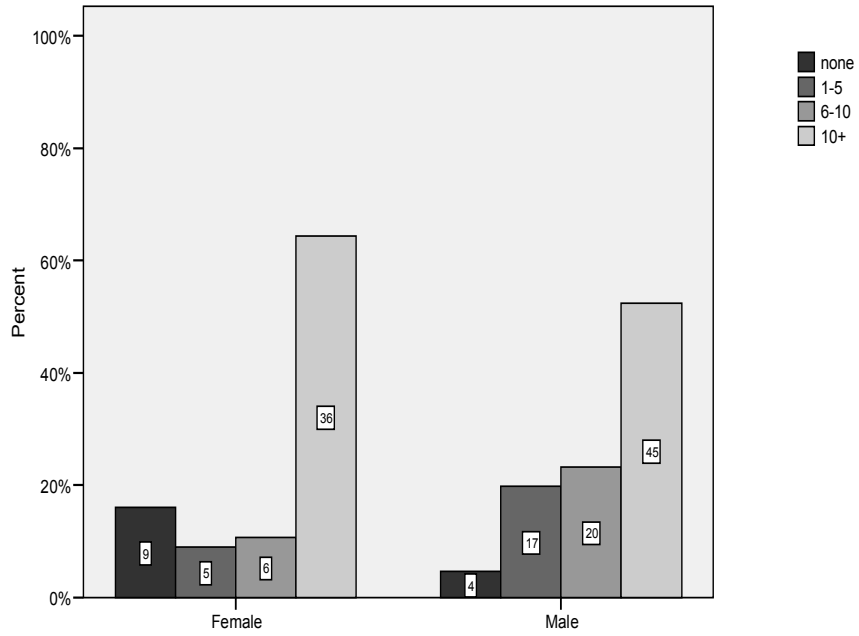


Figure F-5. Number of times childcare problems caused me to lose research time (n=142)

Thirty-one percent of female respondents and 20% of male respondents miss faculty meetings or other academic responsibilities six or more times a year due to childcare problems.

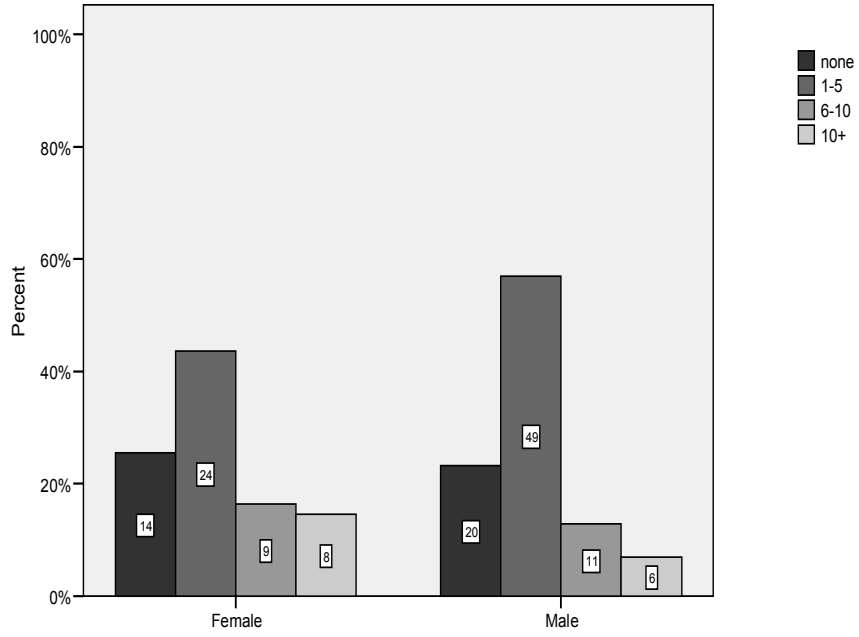


Figure F-6. Number of times childcare problems caused me to miss faculty meetings or other academic Responsibilities (n=141)

Fifty-eight percent of female respondents and 41% of male respondents miss professional development opportunities six or more times a year due to childcare problems.

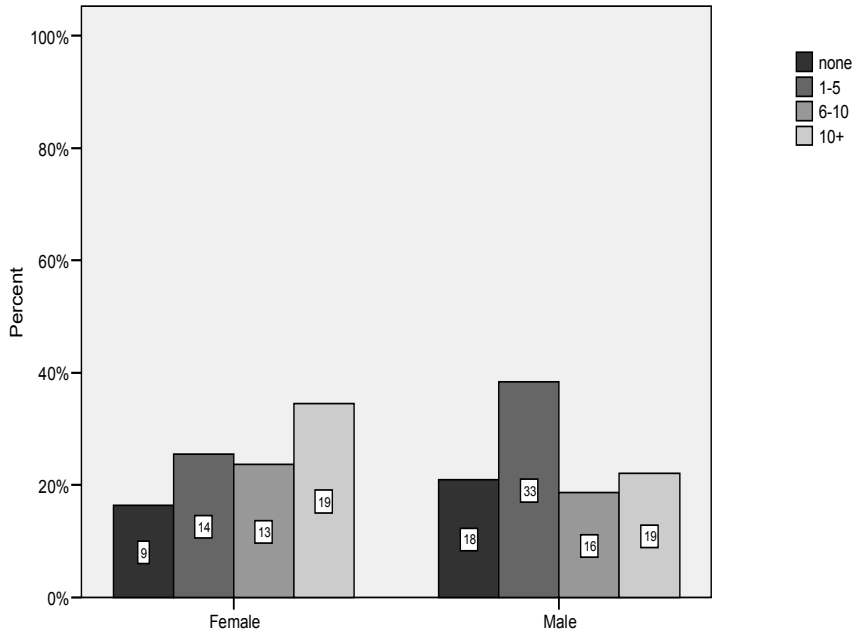


Figure F-7. Number of times childcare problems caused me to miss professional development opportunities (n=141)

Thirty-eight percent of female respondents and 34% of male respondents bring their child to work one to five times annually due to childcare problems.

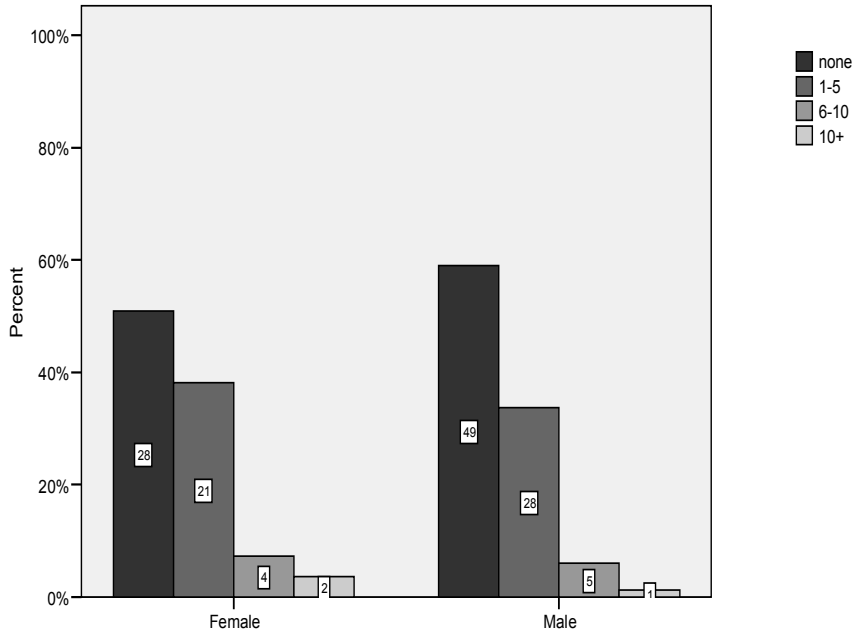


Figure F-8. Number of times childcare problems caused me to bring my child to work (n=138)

G. Satisfaction with Childcare

Thirty-seven percent of study participants (n=57) indicated they had used one or more off-campus childcare or children's programs (survey item #9). These participants rated their level of satisfaction with aspects of this childcare. Nearly half of respondents indicated they are Dissatisfied or Very Dissatisfied with the cost.

Table 10
Satisfaction with Off-Campus Childcare Programs[12]
(n=57)

Aspects of Childcare	*Very Satisfied*	*Satisfied*	*Dissatisfied*	*Very Dissatisfied*
Hours of operation	41%	46%	10%	3%
Location	41%	39%	17%	4%
Cost/Affordability	20%	31%	25%	24%
Reliability of staff	48%	48%	3%	2%
Flexible scheduling options	22%	44%	27%	7%
Adult-to-child ratio	32%	58%	7%	3%
Cleanliness of the facility	43%	53%	3%	0%
Age-appropriate programming and materials	47%	45%	9%	0%
Snacks and meals	30%	51%	16%	4%
Outdoor play area	43%	45%	11%	2%

[12] Percentages may not total 100% due to rounding.

Forty-three percent of study participants (n=65) had used nanny care (survey item #11). These participants rated their level of satisfaction with different aspects of this care. Once again, affordability is an aspect of this type of childcare that respondents are highly dissatisfied with.

Table 11
Satisfaction with Nanny Care
(n=65)

Aspects of Childcare	*Very Satisfied*	*Satisfied*	*Dissatisfied*	*Very Dissatisfied*
Hours of availability	38%	49%	12%	2%
Location	71%	26%	2%	2%
Cost/Affordability	10%	28%	39%	22%
Reliability	53%	41%	5%	2%
Flexible scheduling options	40%	31%	23%	6%

Twelve percent of study participants (n=18) had used family home care (survey item #13). These participants rated their level of satisfaction with different aspects of this care. Due to the small number of study participants who had used family home care and who provided data concerning their satisfaction with this care, data presented in Table 12 may not be representative.

Table 12
Satisfaction with Family Home Care[13]
(n=18)[14]

Aspects of Childcare	*Very Satisfied*	*Satisfied*	*Dissatisfied*	*Very Dissatisfied*
Hours of availability	40%	45%	10%	5%
Location	40%	30%	30%	0%
Cost/Affordability	28%	50%	17%	6%
Reliability of staff	50%	44%	0%	6%
Flexible scheduling options	39%	33%	22%	6%

[13] Percentages may not total 100% due to rounding.
[14] Due to the small number of study participants who had used family home care and who provided data concerning satisfaction with this care, figures presented in this table may not be representative of all faculty who use family home care.

H. Frequency Childcare Arrangements Change

Respondents indicated the number of times in the last 2 years their childcare arrangements had changed (survey item #17). Twenty-seven percent of respondents indicated their childcare arrangements had not changed. Forty six percent of respondents indicated their childcare arrangements changed once or twice.

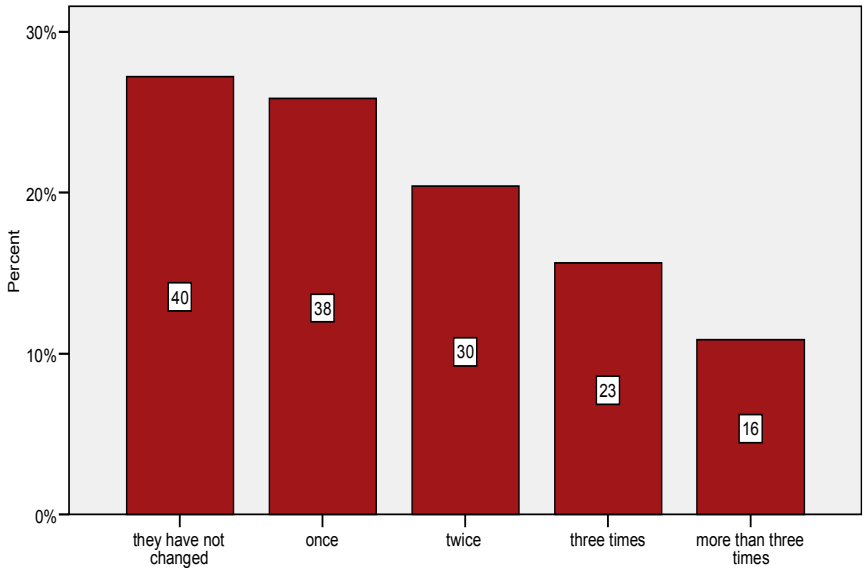


Figure H-1. Number of Times Childcare Arrangements Changed in Last Two Years (n=147)

I. Difficulty Finding Childcare Information and Services

Respondents indicated the level of difficulty they faced when trying to find childcare information and services (survey item #18). Sixty-two percent of respondents experienced Major Difficulty finding affordable childcare.

Table 13
Difficulty Finding Childcare Information and Services[15]
(n=150)

How much difficulty did you experience finding…	*No Difficulty*	*Minor Difficulty*	*Major Difficulty*	*N/A*
…information on childcare availability?	33%	49%	14%	3%
…affordable childcare?	7%	29%	62%	2%
…conveniently located childcare?	29%	40%	28%	3%
…childcare for a sick child?	9%	31%	49%	11%
…back-up care when regular childcare provider is unavailable?	6%	21%	59%	14%
…childcare with early drop-off or late pick-up?	22%	20%	29%	29%
…before-school childcare?	15%	11%	9%	65%
…after-school childcare?	16%	16%	14%	54%
…childcare during non-traditional hours (nights, weekends, evenings, holidays, etc.)?	6%	30%	38%	27%
…childcare to match work schedule?	21%	36%	26%	17%
…childcare for a special needs child?	10%	1%	7%	83%
…childcare for an infant (under two years)?	17%	28%	25%	30%
…childcare for a two year-old?	20%	28%	15%	37%
…childcare for a three to five year-old?	19%	31%	16%	34%

[15] Percentages may not total 100% due to rounding.

Forty-one percent of respondents indicated they have considered a reduced work schedule due to childcare issues (survey item #15).

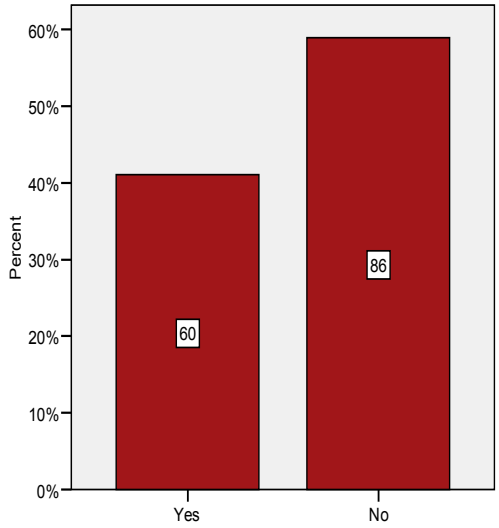


Figure I-1. Due to childcare issues I have considered a reduced work schedule (n=146).

A chi-square test shows that whether the respondent has considered a reduced work schedule varies as a function of gender (p=.0001). Whereas 62% of women indicated they had considered cutting back on their hours, this was true for 27% of male respondents (Figure I-2).

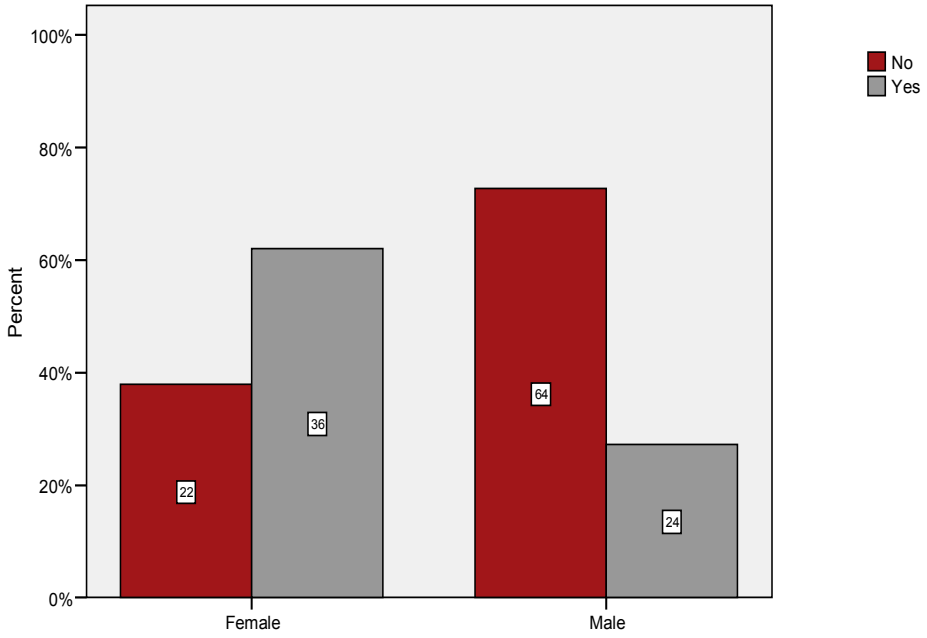


Figure I-2. Due to childcare issues I have considered a reduced work schedule (n=146).

Fifty-seven percent of respondents indicated that due to childcare issues, such as the lack of availability or affordability of childcare, they have questioned whether they should stay at Stanford (survey item #16).

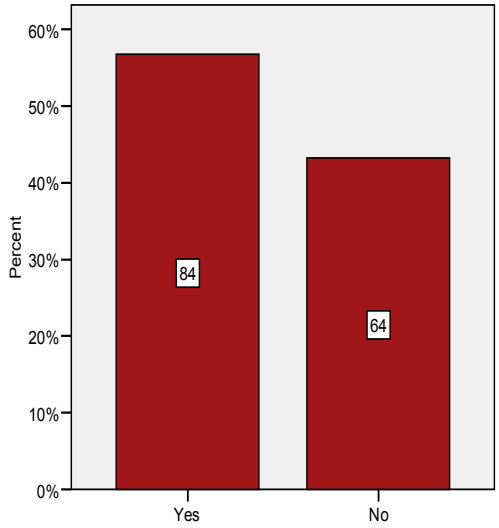


Figure I-3. Due to childcare issues, I have questioned whether I should stay at Stanford (n=148).

A chi-square test shows that whether the respondent has considered if they should stay at Stanford varies as a function of the gender of the respondent (p=.028). Whereas 69% of female respondents indicated they have questioned staying at Stanford, this is true for 48% of their male peers (Figure I-4).

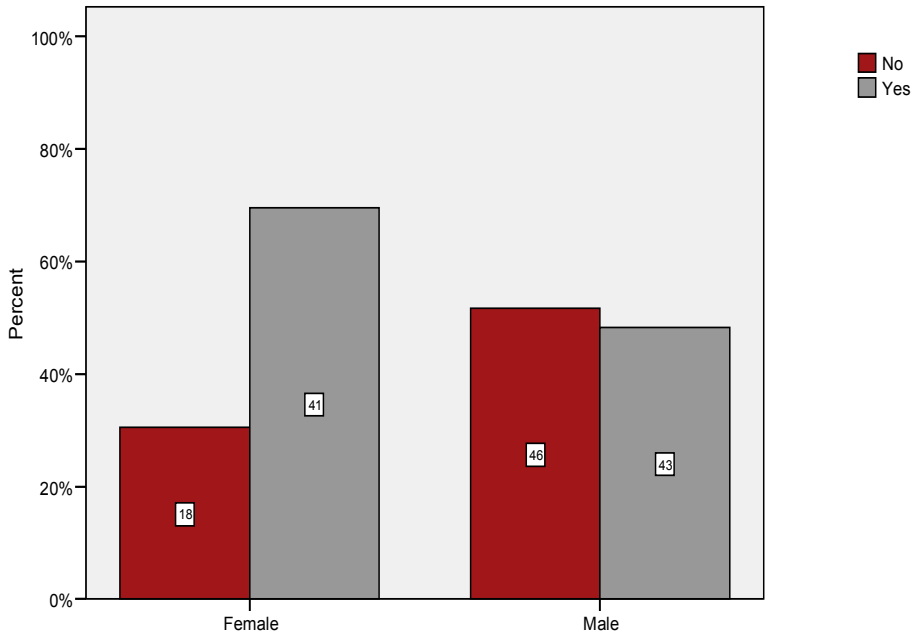


Figure I-4. Due to childcare issues, I have questioned whether I should stay at Stanford (n=146).

J. Stanford Childcare and Children's Programs

Thirty-five percent of study participants (n=53) indicated they had used one or more Stanford childcare or children's programs. Respondents indicated the type(s) of childcare they had used (survey item #28). Forty percent of respondents used Bing Nursery School, 30% of respondents used the Children's Center of the Stanford Community, and 30% of respondents used the Stanford Arboretum Children's Center.

Table 14
Stanford Childcare or Children's Programs Used
(n=53)

Type of Childcare Used	*Percent*[16]
Children's Center of the Stanford Community (CCSC)	30%
Stanford Arboretum Children's Center (SACC)	30%
Knowledge Beginnings at Stanford (KB)	11%
Bing Nursery School	40%
Rainbow Nursery School	2%
Pepper Tree After-School Program	2%

[16] Because respondents were instructed to "select all that apply," percentages do not total 100%.

Respondents indicated their level of satisfaction with different aspects of the Stanford childcare programs or services they used (survey item #27). Cost and flexible scheduling options are two aspects of childcare they are most dissatisfied with.

Table 15
Satisfaction With Stanford Childcare[17]
(n=53)

Aspects of Childcare	*Very Satisfied*	*Satisfied*	*Dissatisfied*	*Very Dissatisfied*
Hours of availability	44%	35%	15%	6%
Location	69%	25%	6%	0%
Cost/Affordability	6%	48%	29%	17%
Reliability of staff	65%	27%	6%	2%
Flexible scheduling options	16%	51%	16%	16%
Adult-to-child ratio	40%	54%	2%	4%
Cleanliness of the facility	54%	42%	0%	4%
Age-appropriate programming and materials	62%	31%	6%	2%
Snacks and meals	42%	46%	19%	2%
Outdoor play area	62%	35%	2%	2%

[17] Percentages may not total 100% due to rounding.

Comments Regarding Stanford Childcare Programs

Respondents were provided the opportunity to provide additional comments regarding Stanford's children's programs (survey item #31). Their remarks are categorized in accord with the facility they refer to (Bing, Children's Center of the Stanford Community, Knowledge Beginnings, etc.) Minor edits were made to correct grammatical errors and to improve readability.

Children's Center of the Stanford Community

- "The Children's Center of the Stanford Community is an excellent center. I couldn't ask for more in a childcare center. My experience with them, from touring the center to being kept up to date while on the waiting list and now being enrolled, has been exceptional. Thank you for providing such a great place for my child. It gives me great peace of mind while I'm at work. One comment...I did not know that Stanford had an emergency childcare program!"
- "I like the cooperative nature of Children's Center of the Stanford Community and the fact that the teacher turnover rate is so low. But the cost is astronomical given the amount of time parents must invest in the center (preparing snacks, doing chores, etc.). Stanford could do much more to support this program and make it more affordable."
- "I absolutely love the Children's Center of the Stanford Community. The program is of the highest quality and it is a great community. I have put three kids through the Children's Center of the Stanford Community, with one still there."
- "CCSC won't hold your place over the summer, and won't accommodate changing teaching schedules during the year."
- "My first choice was and still is CCSC. It would match my childcare approach and be a much better fit for our family on many levels, on top of being much more conveniently located so that it would save us much daily time. I am still on their waiting list and have been for 2 years now to no avail."
- "Although we complain about the cost, one truly gets what one pays for at CCSC—the quality of programming is excellent as are the snacks and degree of parental involvement. I just wish it were more diverse (racially, ethnically, and economically). [It is not that diverse] due to the high cost, which precludes many from considering it. For example, many of my friends and colleagues of color are more likely to consider a family member or family-based center for their childcare needs as this is part of our culture. If my mother-in-law didn't suffer from such bad arthritis and lived on this side of the Bay, we could rely more on her for help, too (which we did when our 3 year-old was younger, on a part-time basis). A better version of this survey would gather demographic information about the respondents to determine what characteristics influence childcare choices. In addition to the characteristics alluded to above, as faculty members, my husband and I were able to negotiate for assistance to help cover childcare costs from our department when we were in the process of returning from our leave of absence. I also know that students can apply for scholarships at CCSC. Are there similar options for staff members? This is something that needs to be gauged. In short, we have been frustrated by the fact that our children's classmates here at Stanford are less diverse than the ones they left behind in Minneapolis!"
- "We loved Children's Center of the Stanford Community for the high quality staff and good community. It took about 1.5-2 years to get in, though, and my schedule is less flexible today. I was a fellow at the time we used CCSC. I am now faculty in the medical school, so it wouldn't work for us currently."
- "As for cost and affordability, CCSC is a fine place and is no more expensive, so far as I can tell, than other off-campus programs. But with two kids there, the total cost of childcare is MASSIVE and the DCSA provided by Stanford is but a small support. Additional child care subsidies would be much appreciated, and I daresay, necessary to retain faculty at Stanford."

Bing Nursery School

- "Bing is a wonderful facility. Our son loved it."
- "The admissions person at Bing told us that they favor university faculty over medical school faculty. Does Stanford support this policy?"
- "Bing Nursery School is a religious cult. The staff and leadership there are extremely narrow minded about their program. We have learned that the kindergartens in the area feel that Bing graduates are in need of remediation. It will not change until a child gets hurt from staff neglect and a lawsuit shuts the place down."

- "My spouse and I independently lead international field programs, hence our scientific output, career progression and international stature are all diminished in ways far more serious than simply missing a few conferences a year [when childcare is not available]. It's not clear that Stanford can or should do anything, except perhaps recognize that there are certain classes of work that are far more impacted than others [by childcare problems]."
- "Regarding Bing, the teachers and educational program are fantastic but the administration is capricious. The admissions director lies about availability and she takes revenge on a 2nd child based on her assessment of the 1st child. The Bing administration is a NIGHTMARE to deal with. Something has to be done to make them more civil."
- "Specifically, it is important to note that the full-time child care hours are early morning until 6pm—at the latest. Many of the academic lectures and other events I need to attend on- and off-campus do not begin at 8 or 9 am, but rather at 4, 5 or even 6pm."
- Bing is a terrific place but it operates on the assumption that there is a stay-at-home spouse or a nanny who can pick-up/drop-off the child during the half days. For families where two parents are working, Bing is virtually impossible to use.
- "Bing doesn't announce whether one has a slot until long after one must commit to other childcare or preschool. This is unfair to both parents and other programs."
- "Both my children have attended Bing Nursery School, and we love it. However, it is not a childcare solution by any stretch of the imagination. In fact, I would characterize its availability as a frustration for dual career families for whom the schedule, due to both the session times and the number of breaks, is not manageable. Thus, it ends up being an added cost to a full-time child care arrangement for many people."
- "Bing has a very good program and has excellent staff, but limited hours."

Knowledge Beginnings

- "Knowledge Beginnings programs have a corporate flavor. In particular, they move children up to the next group in the month they turn 2, 3, etc., so often they move to a new classroom by themselves. This is VERY hard on a 2 or 3 year-old!"
- "Location and hours are convenient. Following Stanford's calendar for holidays is helpful. The staff [at Knowledge Beginnings] is professional and the facility is well-maintained."
- "We quit Knowledge Beginnings because their policy required me or someone to pick up my daughter within 15 minutes of having a fever (a very low grade fever with no other symptoms). They cannot administer plain Tylenol even if I give permission. As a result, my work had to be interrupted around once every 2 weeks in the middle of the day. (My husband works in SF and we have no relatives or friends who could help with unexpected things like this.) Once I got multiple pages during a long experiment with radioactive materials and I couldn't stop in the middle of it. Another time I was called to 'pick her up within 15 minutes' when I was just about to give a talk that I had prepared all month for. I was told that daycares are not allowed to make judgments or be discretionary. The full-time schedule is fine except it is too stressful to have to pick up your kid by 6pm. It's not realistic when you have grant deadlines, etc. The most challenging thing is finding good childcare in the evenings and on weekends. I was unable to find a regular babysitter who could be committed to regular weekend schedules even when [I was] offering high rates. It's unfortunate that Bing Nursery School is not feasible for us because the hours are too short (mostly part time) and it is not designed for 'care'. A full-time working couple would have to hire a nanny to do pick up's and drop-off's. For me, the problem with daycare and frequent illness was not so much finding replacement childcare because my husband and I are able to afford quality temps within half a day's notice. The crippling effect was that I got sick frequently, which was tremendously stressful when work timelines are tight."

General Comments

- "The long waiting lists [at Stanford childcare centers and programs] make it very difficult for visiting scholars, post-docs, and graduate students. Faculty are better able financially to make interim arrangements and are here long enough to wait. Have you considered converting Bing from a Nursery School serving many off-campus families to a day care serving Stanford families?"
- "It is too hard to get in [to Stanford childcare programs]."

- "The quality [of Stanford childcare] is NOT as good as it was a few years ago when my 6.5 year-old enrolled. I have heard it is difficult to recruit qualified teachers. My child's classroom was short a teacher for over 6 months."
- "Our biggest problem by far is what to do with a sick child. Right now we just stay home from work, but that's pretty costly."
- "An integral part of effective childcare is having healthy and unstressed caregivers. It is important to appreciate that Stanford does NOT provide medical coverage for heterosexual domestic partners of Stanford faculty/staff unless one member of the partnership is 62 yrs of age or older. This age-based discrimination results in undue stress on some parents within the Stanford community, and frankly is a blemish for Stanford. This issue has been raised with Stanford Benefits Office repeatedly, and it is clear that Stanford has decided to discriminate against segments of the Stanford community based on age. Being discriminated against by Stanford impacts the care my children receive (and my family more broadly). This discrimination has repeatedly prompted my partner to encourage me to consider finding a faculty position at another institution."
- "Stanford certainly tries, but many of us do not have jobs that fit in the available time parameters, and once kindergarten starts, forget it! Drop off is not until 8 a.m."
- "It is unclear why child care is so expensive at Stanford compared to other Bay Area locations. While adult-to-child ratio is important it can be reduced if it lowers cost."
- "The two major reasons we didn't go for Stanford day care programs (apart from Bing Nursery School which is fantastic for kids but doesn't help parents who work full-time because it opens so late—9:00 for 2-yr-olds—and ends early) are that (1) there were no spaces available for over a year, and (2) in the first year of age or so our kids were sick a lot and neither my partner nor I felt we could miss work as often as they were sick. We've opted for in-home care (first shared with friends, now just for our two kids), but it's really, really, really expensive (more than one of our salaries, so we're living in the red)."
- "[Stanford childcare programs] need to be more flexible in terms of hours of operation and scheduling."
- "'Waiting list' means 'hopeless to get in'. Maybe that is one reason people are having kids later than the old generation."
- "The childcare support system provided by Stanford is woefully inadequate. It is terribly expensive—just as expensive as off-campus for-profit childcare. Furthermore the waiting lists are so long (SEVERAL YEARS!!!) that it becomes completely useless. Since neither post docs nor students (nor most faculty) can access it, these facilities play no role in either recruitment or retention. Furthermore, the management of waiting lists at the facilities I encountered is so arbitrary that it can be considered almost scandalous. Spots are given to the mothers that go and suck up to the person in charge of the waiting list (in many cases those who do not work full-time). In one Stanford facility a big fat donation does not hurt either, which I find absolutely inappropriate. There seems to be no oversight from the university as to how the programs are run."
- "It is great that the Provost now instituted a financial support program for childcare for junior faculty. Alas, the financial problem continues to exist even for tenured faculty. The subsidies should be extended to those at the Associate Professor level also, who tend to have young children still."
- "Our child was almost 2 years old before he got into one of the child care programs. We signed up when I was 2 months pregnant. We didn't use it once we got in, because at that point we had a nanny, I was pregnant again and the cost for 2 children in child care was about the same as a nanny."
- "[SACC has an] excellent program but it is too expensive and has too many kids and not enough individualized attention."

Comparison of Stanford's Programs with Off-Campus Childcare

Study participants were asked how Stanford children's programs compare with off-campus childcare programs. Their remarks are as follows:

- "[Stanford is] much, much better."
- "[The comparison] depends on the Stanford program, as quality on campus varies widely."
- "They don't compare at all. Bing was the worst decision we have ever made. Period."
- "Similar."

- "[Stanford has] MUCH, BETTER QUALITY! But they are also much more expensive. There were three programs I looked at off campus where I walked in and walked right out without putting down my name because they were dirty and kids were crying and not being consoled, near teachers who ignored them. I understand that you get what you pay for, but our tax preparer said that our childcare costs (which come from SACC full-time and Nixon after-school care) won the prize for the most money spent on childcare of any of his clients, and most of his clients are far more wealthy than we are."
- "[Stanford childcare programs are] better than the average off-campus center, but not better than the best off-campus center."
- "[Stanford childcare programs are] just as expensive and just as hard to get in. In their present form, there is no point in Stanford having child-care facilities."
- "[It is] harder to get into [a Stanford program]. You spend a longer time on the waiting list."
- "Stanford programs are] better but could improve."

Why Respondents Left a Stanford Childcare Program

Study participants who left a Stanford childcare program indicated why they left (survey item #30).

Table 16
Why Respondents Left a Stanford Childcare Program
(n=45)

Reason for Leaving	*Percent*[18]
Child went to kindergarten	25%
Cost/affordability	11%
Schedule issues	8%
Concern about quality	9%
Found better alternative	8%
Other	8%

[18] Because respondents were instructed to "select all that apply," percentages do not total 100%.

Stanford Childcare Waiting Lists

Twenty-seven percent of respondents (n=40) reported being put on a waiting list prior to enrolling a child in a Stanford childcare program. These respondents indicated the amount of time they had waited prior to being admitted (survey item #29). Fifty-eight percent of respondents waited over 10 months.

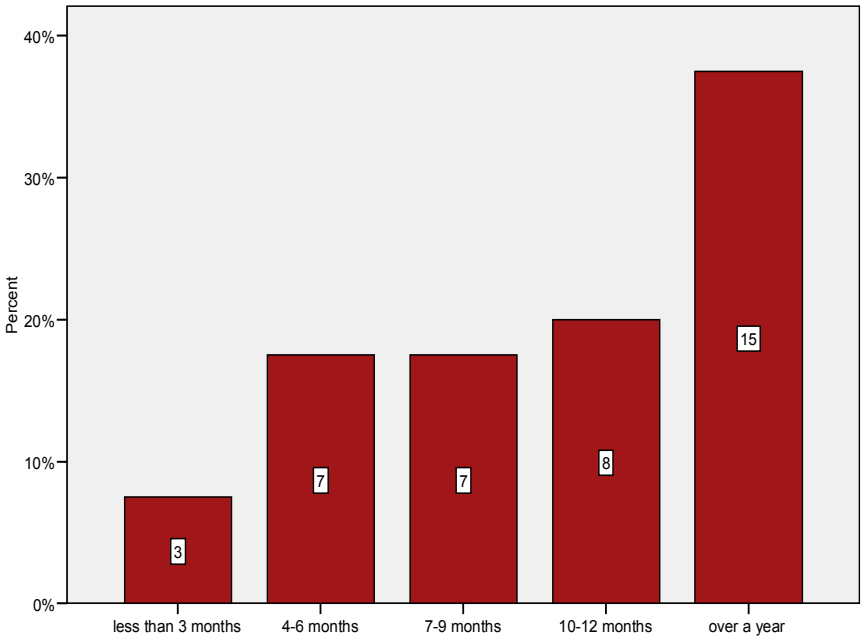


Figure J-1. Time on Waiting List Prior to Enrolling (n=40)

Thirty-one percent of respondents indicated they are currently on a waiting list for a Stanford childcare program (n=47). The length of time they have been waiting is shown below (survey item #25). Seventy-nine percent of those who are waiting for Stanford childcare have been waiting 10 months or more.

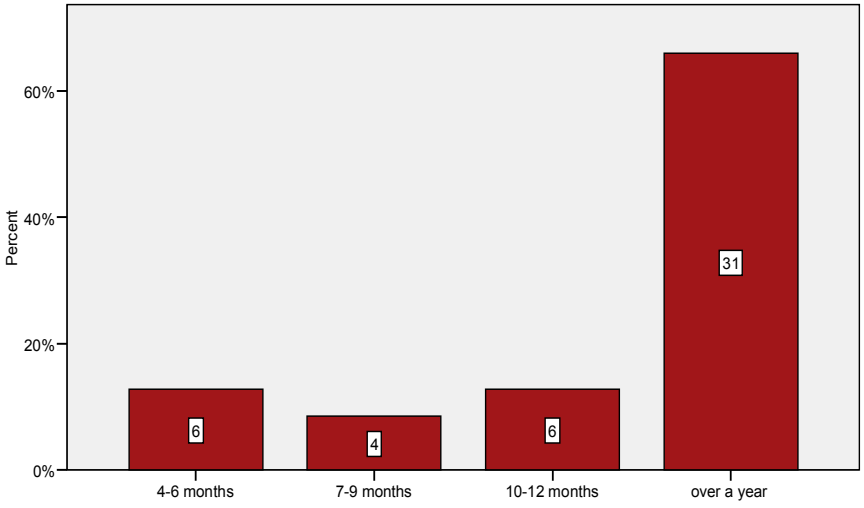


Figure J-2. How long have you been waiting for Stanford childcare? (n=47)

Respondents indicated if they would use Stanford childcare services if space were available (survey item #33). Sixty-six percent of respondents said "Yes".

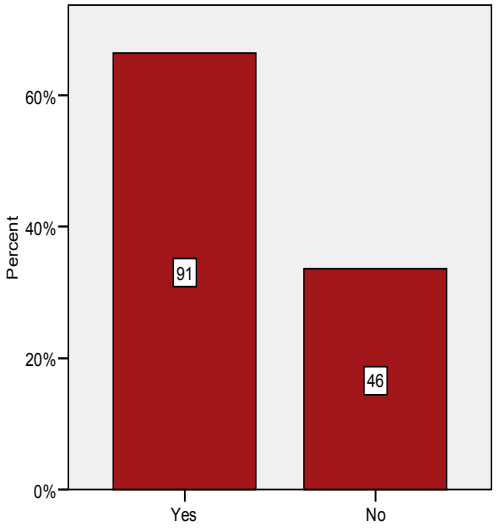


Figure J-3. If space was available at a Stanford childcare program, would you use enroll? (n=137)

K. Childcare Costs

Respondents indicated, for each of their children, their annual childcare expenses (survey item #35). For their first child, 60% of respondents incur $10,000 to $24,999 in childcare costs annually.

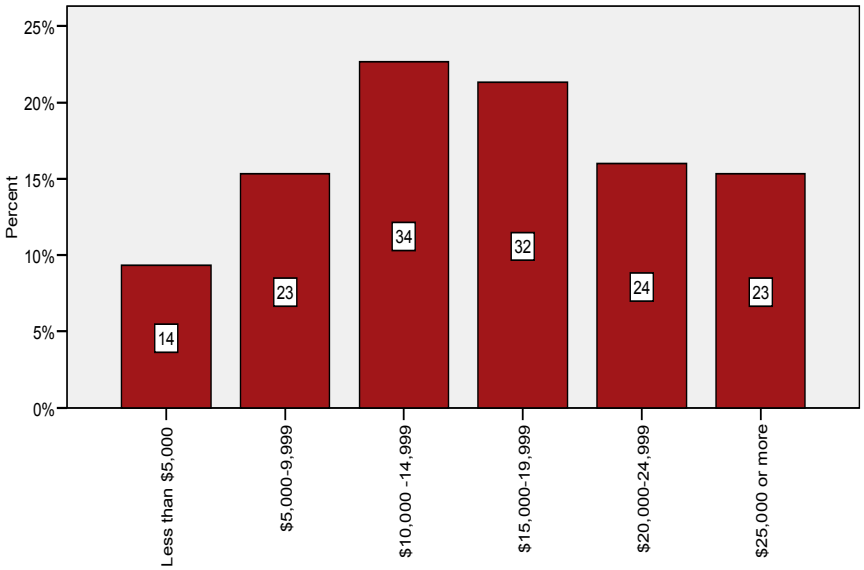


Figure K-1. Annual Childcare Costs for First Child (n=150)

Childcare costs for the second child were quite varied (survey item #35). Fifty-seven percent of respondents incur between $10,000 and $24,999 in costs annually for their second child.

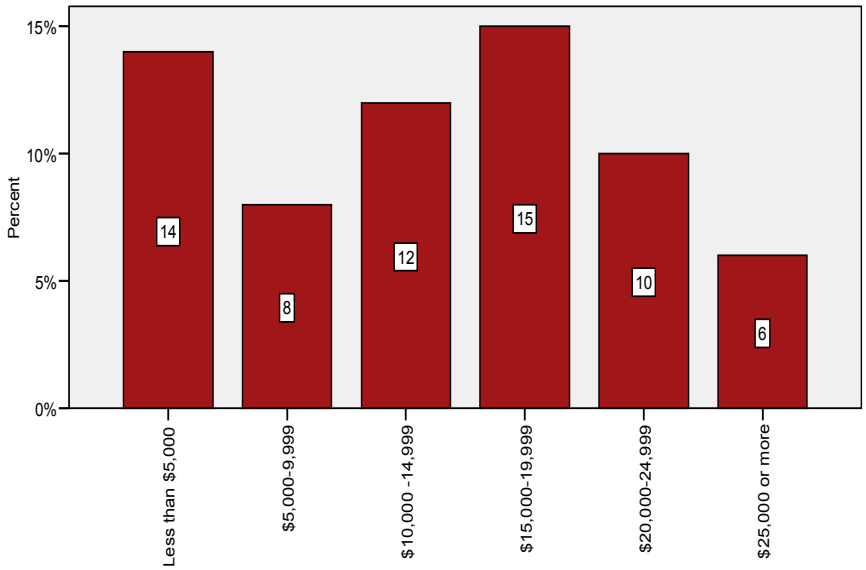


Figure K-2. Annual Childcare Costs for Second Child (n=65)

Only six respondents reported having a third child age 5 or younger. Due to the small number of individuals from whom data were gathered, cost data are not presented.

CONCLUSIONS

All respondents who participated in this research (n=150) had at least one child age 5 years or younger. Slightly less than half of study participants (n=65) reported having a second child age 5 years or younger. Six study participants had a third child 5 years of age or younger and no study participants had a fourth child age 5 years or younger.

For all children 5 years of age or younger, respondents indicated the types of childcare used. Fifty-six percent of respondents have a spouse or partner who provides childcare. Thirty-four percent of respondents have a live-out nanny.

Participants indicated the hours and days they need childcare for all children ages 5 and younger. Not surprisingly, a high percentage of respondents need care between 7:30 AM and 6:00 PM (95%). Lesser but significant proportions of respondents need care on weekends (21%), between 6:00 PM and 12:00 Midnight (17%), and on holidays (13%).

Participants indicated where they most prefer childcare be located and the types of care they would prefer if cost and availability were not factors. Many respondents indicated they prefer childcare be on campus (35%). Large percentages of respondents prefer that childcare be located in, or close to their home (54%). Forty-seven percent of respondents indicated that for their first child, they would prefer to use on-campus center-based care, full-time. They also indicated a preference for Bing Nursery School (39%), that their spouse or partner to provide care (37%), and for a live-out nanny (34%). Regarding their second child, preferences were Bing Nursery School (42%) and on-campus center-based care, full-time (40%). A relatively large number of respondents indicated they would like their spouse/partner to provide care (35%) or to have a live-out nanny (37%).

Respondents rated the importance of various aspects of childcare. Ninety-one percent of respondents indicated program quality is Very Important. When asked to indicate what is *most* important to them when choosing childcare (when asked to select one response only) program quality was the most important consideration for 65% of respondents.

Participants indicated the ways they meet their childcare needs when a child is sick. Sixty-nine percent of respondents stay home from work while 62% have a spouse or partner who stays home. Thirty-two percent of respondents miss 5 or more days of work annually to care for a sick child. Sixty-eight percent of respondents indicated it is Important or Very Important that care be available for a sick child.

Three-quarters of respondents indicated that childcare problems interfere with research activities six or more times annually. Sixty-six percent of respondents arrive to work late or leave early six or more times. Close to half of respondents miss professional development opportunities six or more times annually due to childcare issues. Over 40% of respondents indicated they have considered a reduced work schedule due to childcare issues. Fifty-seven percent of respondents indicated that due to childcare problems, such as the lack of availability or affordability of childcare, they have questioned whether they should stay at Stanford.

Thirty-seven percent of study participants indicated they had used one or more off-campus childcare or children's programs. Cost was the aspect of childcare that respondents were most dissatisfied with (49% of respondents). Respondents indicated their level of satisfaction regarding aspects of the Stanford childcare programs or services they used. Cost and flexible scheduling options are two aspects of childcare they are most dissatisfied with (46% and 32% of respondents, respectively).

Twenty-seven percent of respondents reported being put on a waiting list prior to enrolling a child in a Stanford childcare program. Fifty-eight percent of these respondents waited over 10 months prior to being admitted. Thirty-one percent of respondents indicated they are currently on a waiting list for a Stanford childcare program. Seventy-nine percent of those who are waiting for Stanford childcare have been waiting 10 months or more. Sixty-six percent of respondents indicated they would use Stanford childcare services if space was available.

Respondents indicated, for each of their children, their annual childcare costs. For their first child, 60% of respondents incur $10,000 to $24,999 in childcare costs annually. Fifty-seven percent of respondents incur between $10,000 and $24,999 in costs annually for their second child.

Several analyses showed statistically significant differences between male and female respondents. For example, female respondents more often considered a reduced work schedule and debated whether they should leave Stanford due to childcare issues. Female respondents also miss more days of work to care for sick children than their male counterparts do. While it was not possible to conduct tests of statistical significance for some survey items due to the small sample size, analyses showed that greater proportions of female respondents miss regularly scheduled teaching assignments, faculty meetings or other academic responsibilities, and professional development opportunities due to childcare issues.

Taken together, findings of this research suggest that Stanford faculty—especially female faculty—could benefit from having access to more affordable childcare programs that are located on or near campus. High quality programs that offer flexibility in terms of type of care offered and hours of availability are most desirable.

APPENDIX A
CHILDCARE NEEDS ASSESSMENT REQUEST TO PARTICIPATE

May 15, 2007

Dear Colleague,

To be able to recruit and retain the best faculty, Stanford University recognizes the importance of making it possible for faculty to have successful academic careers and fulfilling personal lives, which for many includes raising a family. Even though the university continues to add to its family-friendly offerings (including the recently-announced Junior Faculty Child Care Assistance Program and the commitment to building two additional on-campus child care centers), we recognize that the affordability and availability of flexible child care options continue to be challenges to many of our faculty.

To learn more about the specific needs and priorities of faculty with young children, we have developed a *survey for faculty with children ages five and younger.* This Child Care Needs Assessment Survey, which was developed with the assistance of faculty members of the Child Care Working Group, will help the university evaluate how best to help faculty with young children manage their family responsibilities while participating fully in their faculty activities. As we are most interested in issues faced *currently* by faculty with young children, this survey is specifically for faculty currently with children ages five and younger. For faculty couples with children five and under, we request that only one survey be completed per couple so we do not duplicate input from the same family.

The survey can be accessed and completed on-line at https://opinio.stanford.edu:443/opinio/s?s=52. It should take only 10-15 minutes, and you may complete it in multiple sessions without losing any information you entered previously. Your responses will be anonymous, i.e., will not be linked to your name. The requested information on demographics and faculty position will be used solely in the aggregate to examine issues and priorities of particular groups of faculty and will not be used to identify the responses of specific individuals.

Please complete the survey by Monday, May 28. For questions about the survey and its goals feel free to contact either of us. If you have technical problems completing the survey, please contact Lisa Kramer at kramerla@stanford.edu.

Thank you very much for your contributions to this important study.

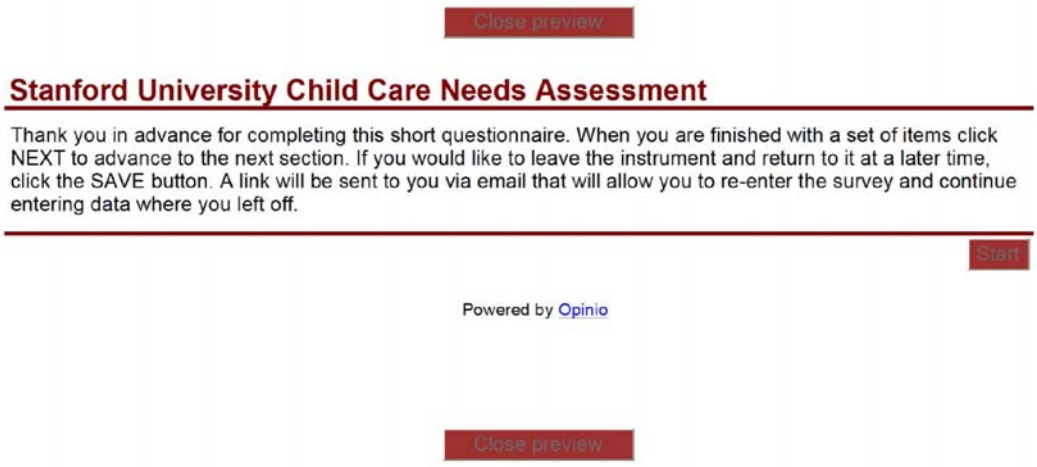
Sincerely yours,

Pat Jones
Vice Provost for Faculty Development and Diversity
patjones@stanford.edu

Teresa Rasco
Director, WorkLife Office
trasco@stanford.edu

APPENDIX B
CHILDCARE NEEDS ASSESSMENT SURVEY INSTRUMENT

Images of the survey instrument that was used to gather data for this study are shown below. Because the instrument was designed and administered online, it does not appear here as it appeared when respondents completed it. (For example, drop-down menus are not visible.) Items 27 through 32 were administered only to respondents who selected a response of "yes" to item 26. If they had not used a Stanford childcare program other than emergency or back-up care, they were not shown items that allowed them to rate their satisfaction with these services.


Close preview
Stanford University Child Care Needs Assessment
Thank you in advance for completing this short questionnaire. When you are finished with a set of items click NEXT to advance to the next section. If you would like to leave the instrument and return to it at a later time, click the SAVE button. A link will be sent to you via email that will allow you to re-enter the survey and continue entering data where you left off.
Start
Powered by Opinio
Close preview

1. **What is the age of each child 5 years or younger?**

Child 1	N/A
Child 2	N/A
Child 3	N/A
Child 4	N/A

2. **Indicate all type(s) of childcare/children's programs used for each child 5 years of age or younger.**

	Child 1	Child 2	Child 3	Child 4
Spouse/partner	☐	☐	☐	☐
Relative in your home	☐	☐	☐	☐
Relative in their home	☐	☐	☐	☐
Live in nanny	☐	☐	☐	☐
Live out nanny	☐	☐	☐	☐
Licensed family home care	☐	☐	☐	☐
On campus, full-time, center-based care	☐	☐	☐	☐
On campus, part-time, center-based care	☐	☐	☐	☐
Off campus, full-time, center-based care	☐	☐	☐	☐
Off campus, part-time, center-based care	☐	☐	☐	☐
Off-campus nursery school	☐	☐	☐	☐
Bing Nursery School	☐	☐	☐	☐
After-school program	☐	☐	☐	☐
Before and after school program	☐	☐	☐	☐
Other	☐	☐	☐	☐

3. **When do your children 5 years of age and younger require childcare? (select all that apply)**

- ☐ Before 7:30 AM
- ☐ All or part of 7:30 AM to 6:00 PM
- ☐ All or part of 6:00 PM to 12:00 Midnight
- ☐ After 12:00 Midnight and before 7:30 AM
- ☐ Different hours due to a rotating shift
- ☐ Weekends
- ☐ Holidays

3. **When do your children 5 years of age and younger require childcare? (select all that apply)**

- ☐ Before 7:30 AM
- ☐ All or part of 7:30 AM to 6:00 PM
- ☐ All or part of 6:00 PM to 12:00 Midnight
- ☐ After 12:00 Midnight and before 7:30 AM
- ☐ Different hours due to a rotating shift
- ☐ Weekends
- ☐ Holidays

4. **Where do you most prefer childcare be located? (select one)**

- ◯ In my home
- ◯ Close to home
- ◯ Close to my child's school
- ◯ On the Stanford campus
- ◯ Close to my spouse/partner's work
- ◯ No preference
- ◯ Other

5. **How do you meet your childcare needs when a child is sick? (select all that apply)**

- ☐ My usual in-home care
- ☐ I stay home from work
- ☐ My spouse/partner stays home from work
- ☐ My spouse/partner is home full-time
- ☐ My current childcare includes sick child care
- ☐ I use Stanford's emergency back-up program
- ☐ A relative, friend, or babysitter takes care of my child
- ☐ I bring my child to work
- ☐ My spouse/partner takes our child to work
- ☐ Other

6. **In an average year, how many days do you miss work to care for a sick child?**

- ◯ None
- ◯ 1-4 days
- ◯ 5-9 days
- ◯ Over 9 days

7. **How do you meet your childcare needs when your regular childcare is unavailable? (select all that apply)**

- ☐ I stay home from work
- ☐ My spouse/partner stays home from work
- ☐ My spouse/partner is home full-time
- ☐ I use Stanford's emergency back-up program
- ☐ A relative, friend, or babysitter takes care of my child
- ☐ I bring my child to work
- ☐ My spouse/partner takes our child to work
- ☐ Other ____

8. **Do you use off-campus childcare/childrens' programs? (If not, skip to question #10.)**

- ◯ Yes
- ◯ No

9. **If yes, please rate your level of satisfaction with the following aspects of off-campus childcare/childrens' programs.**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Hours of operation	◯	◯	◯	◯
Location	◯	◯	◯	◯
Cost/affordability	◯	◯	◯	◯
Reliability of staff	◯	◯	◯	◯
Flexible scheduling options	◯	◯	◯	◯
Adult-to-child ratio	◯	◯	◯	◯
Cleanliness of the facility	◯	◯	◯	◯
Age appropriate programming and materials	◯	◯	◯	◯
Snacks and meals	◯	◯	◯	◯
Outdoor play area	◯	◯	◯	◯

10. **Do you use nanny care? (If not, skip to question #12.)**

- ◯ Yes
- ◯ No

11. **If yes, please rate your level of satisfaction with the following aspects of your nanny care.**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Hours of availability	◯	◯	◯	◯
Location	◯	◯	◯	◯
Cost/affordability	◯	◯	◯	◯
Reliability of staff	◯	◯	◯	◯
Flexible scheduling options	◯	◯	◯	◯

12. **Do you use family home care? (If not, skip to question #14.)**

◯ Yes

◯ No

13. **If yes, please rate your level of satisfaction with the following aspects of your family home care.**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Hours of availability	◯	◯	◯	◯
Location	◯	◯	◯	◯
Cost/affordability	◯	◯	◯	◯
Reliability of staff	◯	◯	◯	◯
Flexible scheduling options	◯	◯	◯	◯

14. **In an average year how many times do childcare problems cause you to...**

	None	1-5	6-10	Over 10
...be late for work or leave early	◯	◯	◯	◯
…miss regularly scheduled teaching assignments	◯	◯	◯	◯
…lose time that would go toward research	◯	◯	◯	◯
…miss faculty meetings or other academic responsibilities	◯	◯	◯	◯
…miss professional development opportunities	◯	◯	◯	◯
...miss clinical responsibilities	◯	◯	◯	◯
…bring your child to work	◯	◯	◯	◯

15. **Have you considered a reduced work schedule due to childcare issues?**

◯ Yes

◯ No

16. **Have childcare issues such as the lack of availability or affordability of childcare caused you to question whether you should stay at Stanford?**

◯ Yes

◯ No

17. **How many times have your childcare arrangements changed in the last two years?**

- ◯ they have not changed
- ◯ once
- ◯ twice
- ◯ three times
- ◯ more than three times

18. **Rate the level of difficulty you have faced with respect to finding the following. If the response option does not apply to your situation, please select N/A.**

	No Difficulty	Minor Difficulty	Major Difficulty	N/A
information on childcare availability	◯	◯	◯	◯
affordable childcare	◯	◯	◯	◯
conveniently located childcare	◯	◯	◯	◯
childcare for a sick child	◯	◯	◯	◯
back–up care when regular childcare provider is unavailable	◯	◯	◯	◯
childcare with early drop-off or late pick-up	◯	◯	◯	◯
before-school childcare	◯	◯	◯	◯
after-school childcare	◯	◯	◯	◯
childcare during non-traditional hours (nights, weekends, evenings, holidays, etc.)	◯	◯	◯	◯
childcare to match work schedule	◯	◯	◯	◯
childcare for special needs child	◯	◯	◯	◯
childcare for an infant (under two years)	◯	◯	◯	◯
childcare for a two year-old	◯	◯	◯	◯
childcare for a three-to-five year-old	◯	◯	◯	◯

19. **If availability and cost were not issues, what types of childcare/children's program would you prefer most for each of your children 5 years or younger? (select all that apply)**

	Child 1	Child 2	Child 3	Child 4
Spouse/partner	☐	☐	☐	☐
Relative in your home	☐	☐	☐	☐
Relative in their home	☐	☐	☐	☐
Live in nanny	☐	☐	☐	☐
Live out nanny	☐	☐	☐	☐
Licensed family home care	☐	☐	☐	☐

On campus, full-time, center-based care	☐	☐	☐	☐
On campus, part-time, center-based care	☐	☐	☐	☐
Off campus, full-time, center-based care	☐	☐	☐	☐
Off campus, part-time, center-based care	☐	☐	☐	☐
Off-campus nursery school	☐	☐	☐	☐
Bing Nursery School	☐	☐	☐	☐
After-school program	☐	☐	☐	☐
Before and after school program	☐	☐	☐	☐
Other	☐	☐	☐	☐

20. **Please indicate the importance of the following when choosing childcare.**

	Very Important	Important	Somewhat Important	Not Important
Cost/affordability	◯	◯	◯	◯
Program quality	◯	◯	◯	◯
Hours of availability	◯	◯	◯	◯
Flexibility in accommodating schedule	◯	◯	◯	◯
Reliability of staff	◯	◯	◯	◯
Adult to child ratio	◯	◯	◯	◯
Located on campus	◯	◯	◯	◯

21. **Please indicate what is MOST IMPORTANT when choosing child care. (select one response)**

- ◯ Cost/affordability
- ◯ Program quality
- ◯ Hours of availability
- ◯ Flexibility in accommodating schedule
- ◯ Reliability of staff
- ◯ Adult-to-child ratio
- ◯ Located on campus

22. **How important is it that childcare options be available for a sick child?**

- ◯ Very Important
- ◯ Important
- ◯ Somewhat Important

23. **If you have used Stanford's Emergency and Back-Up Care Program, would you use it again? (If you have not used Stanford emergency childcare services select N/A.)**

- ◯ Yes
- ◯ No
- ◯ N/A

24. **If you have used Stanford's Emergency and Back-Up Care Program but would not use it again, why not? (If you have not used Stanford emergency childcare services select N/A.)**

- ☐ Not affordable enough
- ☐ Concerns about quality
- ☐ Found other solution
- ☐ Hours are inadequate
- ☐ N/A
- ☐ Other

25. **If you are currently on a waiting list for a Stanford children's program, how long have you been waiting? (If you are not on a waiting list currently, select N/A.)**

N/A

26. **Have you ever used a Stanford children's program other than emergency or back-up care?**

- ◯ Yes
- ◯ No

27. **Please rate your level of satisfaction with the following aspects of your Stanford childcare experience.**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
Hours of operation	○	○	○	○
Location	○	○	○	○
Cost/affordability	○	○	○	○
Reliability of staff	○	○	○	○
Flexible scheduling options	○	○	○	○
Adult-to-child ratio	○	○	○	○
Cleanliness of the facility	○	○	○	○
Age appropriate programming and materials	○	○	○	○
Snacks and meals	○	○	○	○
Outdoor play area	○	○	○	○

28. **Which Stanford children's program(s) have you used? (select all that apply)**

- ☐ Children's Center of the Stanford Community (CCSC)
- ☐ Stanford Arboretum Children's Center (SACC)
- ☐ Knowledge Beginnings at Stanford (KB)
- ☐ Bing Nursery School
- ☐ Rainbow Nursery School
- ☐ Pepper Tree After School Program
- ☐ Not enrolled

29. **If you were put on a waiting list for a Stanford children's program before enrolling, how long was the wait? (If you have never been put on a waiting list and then enrolled, select N/A.)**

N/A

30. **If you have used a Stanford childcare program but are no longer enrolled, why did you leave? (select all that apply) (If you did not use Stanford childcare and leave, select N/A.)**

- ☐ Child went to kindergarten
- ☐ Cost/affordability
- ☐ Schedule issues
- ☐ Concern about quality
- ☐ Found better alternative
- ☐ N/A
- ☐ Other

31. **In addition to your responses above, do you have any additional comments about what you like or dislike about Stanford's children's programs?**

32. **How do Stanford children's programs compare with off-campus childcare programs?**

33. **If childcare space was available to you on-campus during the hours you require, would you enroll one or more children not currently enrolled?**

- ◯ Yes
- ◯ No

34. **What is your household before-tax income?**

- ◯ Under $100K
- ◯ $100K-$149K
- ◯ $150K-$199K
- ◯ $200K-$249K
- ◯ $250K-$299K
- ◯ Over $300K

35. **What is your annual childcare cost for each child 5 years of age or younger?**

Child 1	less than $5,000
Child 2	less than $5,000
Child 3	less than $5,000
Child 4	less than $5,000

36. **Faculty Line**

- ◯ Tenure-line
- ◯ Non-tenure line: Research
- ◯ Non-tenure line: Teaching
- ◯ Non-tenure line: Performance
- ◯ Non-tenure line: Clinical
- ◯ Medical Center line

37. **Rank**

- ◯ Assistant Professor
- ◯ Associate Professor
- ◯ Full Professor

38. **School/Division**

- ◯ Earth Sciences
- ◯ Education
- ◯ Engineering
- ◯ Graduate School of Business
- ◯ Law School
- ◯ H & S, Humanities
- ◯ H & S, Natural Sciences
- ◯ H & S, Social Sciences
- ◯ Medicine, Basic Sciences
- ◯ Medicine, Social Sciences
- ◯ SLAC, independent labs, centers, etc.
- ◯ Other

39. **Gender**

- ◯ Female
- ◯ Male

40. **Race/Ethnicity (check all that apply)**

- ☐ Asian/Pacific Islander
- ☐ Black
- ☐ Hispanic/Latino
- ☐ Native American/Alaskan Native
- ☐ White
- ☐ Other

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