



Faculty Senate

MEMORANDUM

TO: Fort Wayne Senate
FROM: Cigdem Gurgur, Chair, Senate Executive Committee
Michael Wolf, Lee Roberts, James McHann
DATE: January 24, 2025
RE: Resolution on URAC Childcare Report

WHEREAS, the University Resources Advisory Committee's (URAC) exhaustive "Report in Response to EC Charge to URAC Concerning Daycare at PFW" (URAC Report) details the history of the university's investment in childcare both on and off campus for students, staff, and faculty, which includes over a decade of work by the former Childcare Taskforce; AND

WHEREAS, the URAC Report quotes Chancellor Wartell's commitment to childcare: "... as a responsible employer and a student-centered organization, we remain committed to offering access to affordable and high-quality childcare"; AND

WHEREAS, the URAC Report finds that the current arrangement with The Learning Community (TLC) provides university faculty and staff families with "exceptional care, skilled staff, affordability, flexibility, and proximity to campus, all of which contribute to children's growth and parents' ability to balance work and family responsibilities;" AND

WHEREAS, the URAC Report recommends that "University Leadership continues to make every effort to minimize disruptions to current TLC users from the sale of this property" and recommends PFW support "the essential daycare, childcare, and early childhood education needs of faculty, staff, and students;" AND

WHEREAS, the URAC Report is introduced by this quote: "Offering childcare benefits to employees, according to the National Fund for Workforce Solutions, is not just a perk – it can be a necessity for many working families," and many national academic organizations have highlighted how childcare pressures are one of the key reasons that women faculty of promising merit tend to lag behind male colleagues by dozens of percentage points getting to tenure and as much as 20-40 percent fewer end up as full professors; AND

WHEREAS, the retention of high-quality faculty, staff, and students is critical to Purdue Fort Wayne's Quality of Place, as well as the educational and financial well-being of the university, including avoiding the waste of over \$1,000,000 per failed tenure case; AND

WHEREAS, the URAC Report (pgs. 10-12) vividly highlights the negative consequences to the mental health, productivity, work-life balance, job retention, absenteeism, and work performance of inadequate childcare for current faculty and staff from the APSAC and CSSAC surveys; AND

WHEREAS, 16% of U.S. university students are parents, who due to childcare costs face higher expenses and other challenges to complete their education, PFW's effort to increase its retention rate of students to graduation can be more successful if the university provides reliable and affordable childcare support that is designed to meet the varied needs of its students

(<https://studentparentaction.org/resources/data-insights>); AND

WHEREAS, the URAC Report recommends "consistent with Purdue Fort Wayne's Quality of Place strategic plan pillar that University Leadership demonstrate its ongoing commitment to advancing a variety of options of childcare provision by ensuring open communication, addressing feed-back, and capitalizing on partnership opportunities for increasing childcare choices that benefit faculty, staff, and students with children;" AND

WHEREAS, the URAC Report recommends that "the Faculty Senate request University Leadership to commit to make an ongoing investment in childcare services and programs for its faculty, staff, and students;" AND

WHEREAS, the sale of the previous IPFW Childcare Center for the current CVS and strip mall brings in approximately \$80,000 per year, which a previous Chancellor promised to use to support childcare at PFW; AND

WHEREAS, if reports on the sale price of the TLC building are accurate, the Purdue Fort Wayne Foundation made a considerable profit on the sale of the building;

NOW THEREFORE BE IT RESOLVED, that the Faculty Senate and University Leadership seat a Childcare Advisory Council (CAC), as a council of the URAC, to follow through on the URAC Report recommendations now and in the future;

BE IT FURTHER RESOLVED, that the CAC's membership and responsibilities will be as follows:

Membership. The CAC shall consist of nine (9) members, namely, six (6) ex-officio members: the Vice Chancellor of Financial and Administrative Affairs; the President of the PFW Foundation; the Vice Chancellor for Communications and Marketing; the Dean of the School of Education or their faculty appointee; the URAC representative of the All Professional Staff Advisory Council (APSAC) or their designee from URAC/APSAC; the URAC representative of the Campus Support Staff Advisory Committee (CSSAC) or their designee from URAC/CSSAC; and a student representative appointed by the Student Government Association (SGA); and two members of the Faculty appointed by the Chair of the URAC who have some history, knowledge, and interest in childcare issues for PFW families;

Responsibilities. 1) The CAC shall convene at least once in the fall semester and once in the spring semester; 2) The CAC shall elect a Chair each year who will preside over its biannual meetings and guide its members' work between plenary meetings; 3) The CAC shall report its work to the URAC for discussion and actions to be brought to the Faculty Senate 4) The CAC shall monitor, study, and make recommendations to the URAC regarding the Senate and University's efforts to enhance the daycare, childcare, and early childhood education options for PFW families; 5) The CAC shall work through the Vice Chancellor for Communications and Marketing to communicate these options effectively to the University community; AND

BE IT FURTHER RESOLVED, that the University Leadership and Purdue Fort Wayne Foundation Board maintain their commitment to childcare for students, staff, and faculty by detailing a consequential, publicly announced budgeted amount toward childcare for the PFW community to the Faculty Senate, per the recommendations of the URAC Report and with the guidance of the newly seated Childcare Advisory Council; AND

BE IT FURTHER RESOLVED, that the University Leadership and Purdue Fort Wayne Foundation, in consultation with the URAC and newly seated Childcare Advisory Council, consider placing the proceeds from the sale of the property on Reed Road into a restricted fund that will be invested for the sole purpose of providing annual returns, managed for inflation, to support daycare, childcare, and early childhood education needs of the PFW community; AND

BE IT FURTHER RESOLVED, that this designated restricted fund should be used to augment the University's increasing support for a variety of daycare, childcare, and early childhood education needs of students, staff, and faculty, which may include a continued beneficial relationship with TLC or its successor, if that model or a similar model is deemed optimal; AND

BE IT FURTHER RESOLVED, that the University's investment in daycare, childcare, and early childhood education needs of students, staff, and faculty may shift from year to year as the PFW community's childcare needs evolve, but the Childcare Advisory Council should be consulted and should help guide decisions, and the university's investment in childcare should continue in perpetuity; AND

BE IT FURTHER RESOLVED, that the University Leadership work with the Faculty Senate, the URAC, and particularly the Childcare Advisory Council to pursue additional partnerships and arrangements with other providers of daycare, childcare, and early childhood education services so that a wide variety of provisions are made for the many different needs of students, staff, and faculty at PFW, such as direct financial support of faculty and staff with childcare needs, childcare scholarships for student families, the creation and promotion of discounted partnerships with one or more childcare centers, special and incentivized arrangements for PFW families with childcare providers, etc., AND

BE IT FURTHER RESOLVED, that the Vice Chancellor for Communications and Marketing, in collaboration with the Childcare Advisory Council, shall create, maintain, update, and promote a central location where information about the various opportunities, options, and provisions for childcare are communicated effectively to PFW students, staff, and faculty; AND

BE IT FINALLY RESOLVED, that the Vice Chancellor for Communications and Marketing initiate organized, high-priority, periodic, transparent, university-wide communications regarding the University's family-friendly environment that recognizes and supports the essential daycare, childcare, and early childhood education needs of faculty, staff, and students.