

**Faculty Affairs Committee Minutes:
September 16, 2008**

Attending: Jim Nechols, Richard Hoag, Jennifer Askey, Donita Whitney-Bammerlin, Bill Hsu, Mark Haub, Ellen Urton, Kaleen Knopp, Amy Schultz
Visiting: Tom Vontz

Movement to Approve September 2, 2008 minutes: Bill Hsu moved; approved unanimously

Brief Summary of Action Items/Major Issues from Childcare discussion at Meeting:

Nechols summary of childcare scenario:

- option #1 look to another, new, facility (long term plan)
- option #2 look to a new distribution plan for current slots in the planned expansion (short term question)

Hsu will write up a list of talking points for committee members' discussions with Deans:

- establishing demand/need for an additional center
- gauging interest of deans

Year's Agenda:

Some agenda items (child care) will get a lot of our attention, many other items on the agenda list (see attached) will be more behind the scenes

Tom Vontz (FSCOUP) on Child Development Center

- Nechols requested electronic files of the child care survey completed last year from Marcia Stockham, when he receives those from Kelly Cox's office, he'll forward them to us. We do have one hard copy of the data.
- Haub recollected his experiences with the survey and its results. The survey focused on the amount of \$\$ faculty/staff at KSU were spending on child care and what their current and future needs will be.

Knopp: is there anything we can do to increase faculty slots? Is this worth our time to discuss? Haub reiterated that as faculty we are essentially disenfranchised from purchasing slots—since no one speaks for us or spends for us. Deans' Council was approached about buying or securing slots, which leads to unfairness/disparity of resource allocation between colleges.

Nechols: we can keep talking to the deans and the administration about this.

Vontz: this should remain a talking point with administration. It is a factor in recruitment and retention. FSCOUP is willing to participate in any higher-level discussions involving childcare on faculty.

What do other institutions do regarding childcare for faculty and graduate students? Should someone look into what our peer institutions or other institutions in the region do?

Haub: the CAL state system has a childcare component in their benefits pkg. V-Tech has something, etc. The CDC has looked into other university systems and how they incorporate childcare into benefits.

Whitney-Bammerlin: it is hard to look at trends, since what universities offer varies so wildly.

Knopp: is the current allotment of slots at the CDC a done deal, or can we still take this back to the

Deans, or to another instance?

Haub: there is perhaps some wiggle room in the allotment of slots, given that the students may not fill the 144 slots given to them.

Nechols: Ring informed us in May that faculty/staff slots are fixed; the entities that have a growing # of slots are those entities that are purchasing them (Mercy, Ft. Riley, etc.) Meetings with Ring have left the impression that there is not much room to maneuver with the slots.

What is our need here, as Faculty Affairs or FSCOUP? What are we angling for here?

--we, as a community, are at a deficit as far as childcare is concerned. There is a need.

--will the allotment of military spaces in the new CDC decline if/when the Ft. Riley new facility gets built?

--students paid for 75% of the slots and are allotted only 60% of them. This makes it problematic for any entity (faculty or other) to take slots away from students.

--as with salary, the administration knows there is a problem with childcare, but unless data shows that salary or childcare is costing the university actual money/bodies/recruitment, it won't be addressed as a problem. Also, if data showed that faculty productivity was impinged on by lack of childcare, the viewpoint of the administration might change.

--survey showed that only 15% of faculty were interested in the childcare discussion (this didn't take into account staff)

--Vontz: are we pushed into a situation where we have to decide whether to spend our political capital on salary or on childcare slots?

Askey: is Stonehouse part of this discussion at all? (No, because it is a working Ed lab)

Knopp: what can we do to help our faculty?

Nechols: is it feasible to ask for a SECOND facility, in addition to the new CDC?

If not, then what are our alternatives?

--> co-share costs (compromise—faculty buy our own)

--> faculty start their own childcare center

Hoag: we should look at the university's financial plan for the new center and see what the bottom line is. What are the other partner's paying for their slots? We need this information to base our discussions on.

Whitney-Bammerlin: what about asking to use the soon-to-be-old Foundation building as a satellite school for the CDC for older kids?

Askey: brought up the issue of Fundraising and the Foundation. Misty Richards is fundraiser without portfolio. Knopp said perhaps she should be brought to a FAC meeting to talk to us about this.

Hsu: who should research the nation-wide trends in cooperative childcare.

Knopp: shouldn't the capital campaign for the university include a child care contribution? There did not used to be, but now there is, given that the CDC is incorporated as part of the university. (look for it on the form)

Questions for Ring:

--are there slots to be had?

--what can we do as faculty to increase the # of slots we are allotted?

Askey: what about providing a clearinghouse of childcare providers, or some university PR work to help our new faculty find the childcare that is out there? Perceptions matter.

Knopp:

--talk to Misty, talk to Debra, get the bottom-line financial plan,

Hsu:

--see what resources individual colleges would have to support this kind of project (we have 33 slots earmarked for faculty. if we wanted to expand and ask for a new facility, what would the colleges be willing to contribute? as a retention issue.) This could be had by talking with our deans for half an hour. Hsu will draft a list of questions/talking points that we could take to our deans.

Vontz: FSCOUP had no plans to go beyond the gathering of information, formally, but the committee is interested in this issue.

He thinks the faculty might get a positive reception from the administration if we came with an idea for a plan that solves our childcare problems.

Haub: City/University Fund grant application process. There might be community money to improve campus facilities, which would in turn make things better for the community. This isn't a ton of money available.

The strategic plan speaks of retaining and recruiting faculty—we can pitch our childcare ideas as part of that.

Vontz: old Foundation building, co-op status—these are ways to show that we want the administration to meet us half way.

Satellite campuses mean that we also should think about how to serve Salina.