UCSF Child Care Status Report
Backup Care Proposal

Presented to Council on Campus Climate, Culture and Inclusion
12/16/2010

A collaboration of CACSW and the Chancellor’s Advisory Committee on Child Care

**Growth of On-Site Child Care**

![Graph showing growth of on-site child care enrollment from FY02/03 to FY10/11.]

- Myers Center Opens
- 238 children being served at 3 campus centers
- 125 (60%) are School of Medicine
- 61 (22%) are Medical Center
- 49 (18%) split between other 3 schools
- 1,300 families on the wait list
- 46% need care for a child under 2 years of age

**Current Child Care Enrollment**

- 273 children being served at 3 campus centers (will be 296 when Lucia Center opens)
- 163 (60%) are School of Medicine
- 61 (22%) are Medical Center
- 49 (18%) split between other 3 schools
- 1,300 families on the wait list
- 46% need care for a child under 2 years of age

**Enrollment Goal & Progress**

<table>
<thead>
<tr>
<th>UCSF Status</th>
<th>Current Enrollment</th>
<th>Enrollment Goal</th>
<th>Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students, Residents, Postdocs</td>
<td>25%</td>
<td>20%</td>
<td>+5%</td>
</tr>
<tr>
<td>Staff</td>
<td>35%</td>
<td>40%</td>
<td>-5%</td>
</tr>
<tr>
<td>Faculty</td>
<td>45%</td>
<td>40%</td>
<td>+5%</td>
</tr>
</tbody>
</table>
### UCSF Demand

<table>
<thead>
<tr>
<th>WAIT LIST</th>
<th>0-3 months</th>
<th>3-6 months</th>
<th>6-12 months</th>
<th>1-2 years</th>
<th>2-3 years</th>
<th>3-5 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kirkham</td>
<td>0</td>
<td>87</td>
<td>97</td>
<td>154</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laurel Heights</td>
<td>0</td>
<td>76</td>
<td>165</td>
<td>240</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mission Bay</td>
<td>0</td>
<td>54</td>
<td>68</td>
<td>132</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lucia (infant center)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td>142</td>
</tr>
<tr>
<td>Total</td>
<td>624</td>
<td>377</td>
<td>350</td>
<td>1351</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Supporting Demand at UCSF

- Increase capacity for child care slots to 2% of total UCSF population by 2014 for a total of 420 slots (an additional 124 slots)
- Increase capacity to 3% in years 2014, and beyond
- Permanent child care site at Mission Bay to coincide with hospital expansion in 2014

### Back Up Care Proposal

- On-going discussions with UCSF CACSW, Chancellor’s Advisory Committee on Childcare, CCFL and SACSW.
- Other peer institutions offer back up care programs.
- Precedent with other UC campuses, including much information from current pilot at UC, Berkeley.
- We don’t have to build or find space. As with childcare, can potentially serve a broad UCSF population (e.g. staff and faculty).
- Recognition that there is no campus cost; we can charge users an annual fee to offset cost of the program.
## Service Comparison – Peer Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Students</th>
<th>Staff &amp; Faculty</th>
<th>Total</th>
<th>Back Up Care Program</th>
<th>In Home Care Offered</th>
<th>Co-Pay Amount</th>
<th>Center Based Care Offered</th>
<th>Elder Care Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Berkeley</td>
<td>35,838</td>
<td>19,995</td>
<td>55,833</td>
<td>Yes</td>
<td>Yes</td>
<td>$2- $4 per hour</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>UCSF</td>
<td>2,693</td>
<td>19,014</td>
<td>21,707</td>
<td>No</td>
<td>No</td>
<td>n/a</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>UCLA</td>
<td>39,500</td>
<td>30,444</td>
<td>69,944</td>
<td>Yes</td>
<td>No</td>
<td>$7-$15 per hour</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Duke</td>
<td>13,662</td>
<td>34,600</td>
<td>48,262</td>
<td>Yes</td>
<td>Yes</td>
<td>$15 per hour</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Stanford</td>
<td>19,535</td>
<td>12,900</td>
<td>32,435</td>
<td>Yes</td>
<td>Yes</td>
<td>$10 per hour</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>GW</td>
<td>24,900</td>
<td>8,900</td>
<td>33,800</td>
<td>Yes</td>
<td>Yes</td>
<td>$7 - $15 per hour</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Yale</td>
<td>13,470</td>
<td>12,962</td>
<td>26,432</td>
<td>Yes</td>
<td>Yes</td>
<td>$12-$16 per hour</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>MIT</td>
<td>10,253</td>
<td>12,204</td>
<td>22,457</td>
<td>Yes</td>
<td>Yes</td>
<td>$12-$16 per hour</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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### UC Berkeley Program

- Sheldon Zedeck, Vice Provost Academic Affairs & Faculty Welfare
- Back-up Care Advantage Program Launched in March 2009
  - Pilot program for approximately 300 Assistant Professors
  - Maximum 80 hour per year back-up care program
- Program Parameters
  - Assistant Professors can use up to 80 hours of back-up care per year
  - Co-pay Structure:
    - $2/hour for center-based care
    - $4/hour for up to 3 dependents for in-home care
    - No annual service fee

### UCSF Pilot Program Assumptions

- 500 of eligible UCSF population will utilize service.
- Users will pay an annual service fee of $100 and co-pay for days utilizing service.
  - $6/hour in-home care
  - $15/day center-based care
- Annual allowance of 15 days per employee per year.
- Maximum of 50% of days for in-home care.
What Is Included?

- Back up care at Bay Area Bright Horizons full service centers:
  - San Francisco
  - Palo Alto
  - San Jose
  - Marin (before/after school care only)
- Back up care at non-Bright Horizons network of providers nation-wide.
- In-home care through network of in-home care agencies (child and elder care).
- 24x7 care and service availability.
- Crisis Care Assist – rapid response program when national or local disaster and/or health emergencies impact availability of care.

Funding Strategy

<table>
<thead>
<tr>
<th>Minimum Annual Program Cost</th>
<th>Annual Service Fee</th>
<th>Co-Pay</th>
<th>Cost vs Recovery</th>
</tr>
</thead>
<tbody>
<tr>
<td>$48,000</td>
<td>$50,000</td>
<td>-</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

Recommendation

- Pilot a program for up to 500 UCSF faculty, staff, students, residents and postdocs.
- Require an annual service fee to offset cost of program.
- Assign program management to CLS Family Services (during pilot program only).
- Develop partnership with UC Berkeley to leverage program goals and costs.
- Identify funding contingency to fill gap if 500 do not register if the university wants to make this investment.

Timeline

- January 2011
  - Announce program
- February 2011
  - Open enrollment for all eligible UCSF populations
  - Negotiate contract with Bright Horizons Family Solutions
  - Requires 30 days advance notification
- March 2011
  - Launch program
- May 2011
  - Report on 3 month utilization statistics
- June 2011
  - Pursue shared contract with UC Berkeley
Questions & Answers

Child Care and Early Education  School-Age Programs  Educational Advising  Elder Caregiving Support