

Summary Report on UVic Childcare Survey, September 2009

Lynne Marks, for the UVic Childcare Action Group

This is a summary of a recent survey of the childcare needs of UVic staff, faculty and students, conducted by the UVic Childcare Action Group.

The survey primarily focused on staff, faculty and graduate students, because of its method of dissemination. It was sent out via staff association and union listservs (CUPE 915, CUPE 4163, PEA), faculty association and related listservs (Faculty Association and the Academic Women's Caucus listservs) and the Graduate Student Society listserv. While the UVSS placed the link on their website, the survey was not able to actively solicit undergraduate involvement, so as a result we had a low response rate from undergraduate students.

The survey did, however, have a high response rate from faculty and staff.

Responses

The total response rate from the survey between September 4th, when it was sent out, and September 12th, was 604 responses. 241 of these were from faculty and librarians. Since there are 812 faculty and librarians on campus, the survey had a 30% response rate among this group. An additional 225 responses were from staff, while 32 were from PEA members and 74 from graduate students.

Gender

Women made up the majority of those responding. Women made up 69 % of all respondents, and 65 % of the faculty who responded. Women make up 45 % of all faculty. This points to the fact that while childcare is an issue for many members of the UVic community, and an issue that can and does negatively impact the work lives and productivity of both men and women, it is an issue that disproportionately impacts women, and in a most negative way.

Availability

The relative lack of availability of UVic childcare, which we have heard about anecdotally, came through very clearly in this survey. Of the 204 who responded to the survey who currently have children six and under, 44 had at least one child in the UVic childcare, out of the total of 289 children under six reported by these respondents, meaning that 15% of children six and under of those responding to the survey were in UVic childcare. (Given that UVic has 88 spaces for children 6 and under it means that the parents of half of the children currently in the childcare are represented in this survey). The majority of the remaining children who were not in UVic childcare were in other forms of paid care, either daycare or a paid caregiver at home.

(Childcare questions, #3) Many of those commenting on this question noted that they were never called by the UVic childcare, even though they put their child on the list when he/she was born, or that they were only called after three or four years on the waitlist.

In answer to the question (Childcare questions, #4)

“If space were available how many children aged 6 years and under in your household would be in UVic childcare given current UVic childcare conditions and rates?” 154 of 203 respondents commented that one or more children under 6 in their households would be in UVic childcare if space were available (some already have one child at UVic, but have had to make other arrangements for one or more other children). So 76 % of 203 respondents with children six and under would have their children in UVic childcare if more space were available. Since a number of the respondents would like to have two or more children at UVic, if space were available we are talking about well over 154 more children whose parents would like to have them at UVic childcare. (And we are talking here only about those responding to this survey, and only those with children under 6, not those of after-school care age).

Waitlists and Cost

While the extensive waitlists, particularly for infant and toddler care have told us that the demand for childcare dramatically exceeds supply of spaces, the survey also demonstrates that many who would ideally like UVic childcare are not even on the waiting list, having given up on the possibility. We asked people if any who have or have had children of the appropriate age decided not to register on the waitlist for the UVic childcare/out of school care, and if so, why. (Additional questions, # 1 and 2) Of the 458 who answered this question 184 (40 %) responded yes, they decided not to register their child on the waitlist, with over 55 % stating that they chose not put their child/children on the waitlist because the waitlist was too long. An additional 36 % stated that their reason was that the UVic daycare was too expensive. Other comments by respondents make it clear that the UVic daycare is too expensive for many staff and students, as well as some assistant professors.

Recruitment and Retention

Answers to the questions suggest that for a significant number of respondents availability of childcare is an issue of recruitment and retention. In answer to the statement that “The availability of daycare or out-of-school care facilities at UVic was an important consideration when I decided to attend/work at UVic” (childcare questions, #1) 23% completely agreed, while 17% somewhat agreed. Among graduate students 35 % completely agreed, while 10% somewhat agreed. Among assistant professors 37 % completely agreed, while an additional 19% somewhat agreed, for a **total percentage of assistant professors for whom childcare was**

a relatively or extremely important consideration in deciding to accept a job offer at UVic of 57 percent.

Many of these assistant professors have noted that they felt betrayed at having been told about UVic's great childcare facilities in their interview, while they were unable to access the facility after arrival. A number noted that childcare spaces had been much more accessible at their previous institution, or at another institution at which they had interviewed.

In answer to the question "If you currently have a young child, or are considering having a child, has the difficulty in accessing UVic daycare ever led you to consider working or studying elsewhere?" (additional questions, #7) 32 % answered yes. 44% of graduate students answered yes to this question. **Among assistant professors, 50 % answered yes, pointing to the fact that among the most recently recruited academics at UVic childcare is a very significant retention issue.** In answer to the question "Do you know of anyone who has left UVic or not take a position at UVic due to limited availability of childcare?" (additional questions, #8) 25.5% answered yes, while among assistant professors 53% answered yes. A number of respondents who provided comments in answer to this question noted that they knew of interviewees for UVic faculty positions who chose not to take up job offers, at least in part as a result of the lack of accessible childcare on campus.

Productivity

Access (or lack of access) to childcare clearly impacts the time one can spend working, as well as one's ability to focus on one's work, and on productivity. In answer to the question "Has the fact that you have not been able to have your child in UVic daycare/out-of-school care required you to make compromises in various areas?" (additional questions, #5)

47 % stated that it had impacted the amount of time they could devote to their work.

33 % stated that it had negatively impacted their productivity.

24% stated that it had negatively impacted the quality of care they provided for their children.

21% stated that it had negatively impacted the cost of care they provided for their children.

Below are a few of the many comments received in response to this question:

Productivity and amount of time devoted to work have decreased because of the need to call/visit a lot of other daycares during business hours to find a spot.

Under no circumstances will I compromise quality of care for my child. This means that when I do not have childcare, I simply don't work (or my husband doesn't), even though I am officially a full time employee. I did this for 3 months straight when I started working at UVic because there was no childcare available at UVic or elsewhere. My productivity also drops substantially when I am not comfortable

with my childcare arrangements. This has been my largest source of stress over the past several years.

While I was looking for daycare, I was spending many hours a week calling around to find my daughter a spot, hours that I should have been spending working.

Obviously, if I am doing childcare I am not doing research or preparing for teaching. Also, if I have anxiety about childcare, it is harder to focus, and if I am looking for alternatives, then that also takes away time from the work the University pays me to do.

Until 3 days ago, my son was in a home daycare run by a single individual. When she was unable to provide care (for reasons of illness, etc) I often had no choice but to stay home with him. I also needed to leave work early from time to time to pick up my son because the hours of daycare were limited. And it was more expensive than UVic daycare.

Convenient daycare or out-of-school care would be an enormous boon to those of us who need to conduct research in order to sustain our careers.

We had to find childcare through unlicensed providers, and we spent our entire first year in Victoria searching and struggling with low-grade and part-time providers.

It put me 4 years behind in all aspects of my career--professional development, publishing-- and caused immeasurable stress between myself and my husband. One of us had to be at home with our daughter for her first 6 years. Our incomes remained low, and we were both overwhelmed all the time. ALL the time. I started grad school pregnant and began teaching as a sessional after grad. Had I been able to drop my child off at UVic daycare, I would have been able to complete creative work that would have led to a regular faculty position much sooner.

For many more examples of the very difficult compromises and struggles facing UVic faculty, staff and students who lack access to UVic childcare see comments in Appendix B and C.













For a statistical summary of the entire report, see Appendix A.

Survey respondents who have their children in UVic childcare centres noted the excellent quality of care provided there. However, the point made very clearly by almost all survey respondents was that more childcare spaces are needed at UVic. The survey clearly demonstrates that the relative lack of childcare at the university creates serious problems for many people – staff, faculty and graduate students – at UVic. It causes some to regret their decision to come to UVic, others to consider or actively plan to look for work elsewhere, and has a major impact on productivity and quality of life. It disproportionately affects women's ability to focus on their work, making it a serious equity issue.

It is hoped that the survey will help to underline the very great need for significantly increasing the number of childcare spaces available to UVic faculty, staff and students.

Childcare Needs at UVic

1. Please indicate your primary role at UVic:

		Response Percent	Response Count
Senior Instructor		2.6%	15
Sessional		3.6%	21
Staff		38.8%	225
Undergraduate Student		0.7%	4
Graduate Student		12.8%	74
Assistant Professor		12.9%	75
Associate Professor		12.6%	73
Professor		6.9%	40
Artist in Residence		0.2%	1
Lecturer		3.6%	21
Librarian		2.8%	16
PEA		5.5%	32
Other (please specify)			32
		<i>answered question</i>	580
		<i>skipped question</i>	24

2. What is your age?

	Response Percent	Response Count
<20	0.2%	1
20-29	9.8%	59
30-39	33.9%	204
40-49	31.4%	189
50-59	21.0%	126
60+	3.7%	22
<i>answered question</i>		601
<i>skipped question</i>		3










3. What is your sex?

	Response Percent	Response Count
Male	31.0%	182
Female	69.0%	406
<i>answered question</i>		588
<i>skipped question</i>		16

4. What is your hourly work/student status?

	Response Percent	Response Count
Full Time	90.2%	533
Part Time	9.8%	58
Percentage of FTE?		77
<i>answered question</i>		591
<i>skipped question</i>		13







5. What is your current household income?

		Response Percent	Response Count
<\$20,000		3.1%	18
\$20,000 - \$29,000		4.0%	23
\$30,000 - \$39,000		7.3%	42
\$40,000 - \$49,000		6.3%	36
\$50,000 - \$59,000		5.1%	29
\$60,000 - \$69,000		6.6%	38
\$70,000 - \$79,000		10.6%	61
\$80,000 - \$89,000		10.1%	58
\$90,000 - \$100,000 +		46.8%	268
<i>answered question</i>			573
<i>skipped question</i>			31





6. Which faculty are you in?

		Response Percent	Response Count
N/A		13.8%	82
Business		2.5%	15
HSD		7.3%	43
Science		13.8%	82
Education		6.4%	38
Humanities		14.5%	86
Engineering		8.6%	51
Law		1.9%	11
Fine Arts		4.0%	24
Medical Sciences		1.2%	7
Social Sciences		12.6%	75
Non Academic		15.0%	89
<i>answered question</i>			593
<i>skipped question</i>			11

7. How many dependent children do you have under the age of 25?

		Response Percent	Response Count
0		35.3%	212
1		30.8%	185
2		28.7%	172
3		4.8%	29
4		0.0%	0
5		0.2%	1
6		0.0%	0
More than 6		0.2%	1
		<i>answered question</i>	600
		<i>skipped question</i>	4

8. Please comment on the following statement. The availability of daycare or out-of-school care facilities at UVic was an important consideration when I decided to attend/work at UVic.

		Response Percent	Response Count
Completely agree		22.8%	84
Somewhat agree		17.3%	64
Neither agree nor disagree		26.8%	99
Somewhat disagree		6.5%	24
Completely disagree		26.6%	98
		<i>answered question</i>	369
		<i>skipped question</i>	235

9. How many children aged 6 years or under do you have in your household?

	Response Percent	Response Count
Please enter a numerical answer	97.5%	345
1	3.1%	11
2	1.4%	5
3	0.6%	2
4	0.6%	2
more	0.6%	2
<i>answered question</i>		354
<i>skipped question</i>		250

10. How many children in your household 6 years of age and under are (numerical answer only and if you have none, please move onto page 3 of this survey)

	Response Average	Response Total	Response Count
in UVic daycare	0.37	44	120
in another form of full-time daycare	0.61	72	119
in part-time daycare or kindergarten	0.59	56	95
cared for by a paid caregiver at home	0.37	29	79
cared for by a family member at home	0.76	79	104
cared for in another way, namely ...	0.11	7	63
<i>answered question</i>			204
<i>skipped question</i>			400

11. If space were available how many children aged 6 years or under in your household would be in UVic childcare (numerical answer only)(given current UVic childcare conditions and rates)?

	Response Count
	203
<i>answered question</i>	203
<i>skipped question</i>	401

12. How many children in your household attend elementary school? (numerical answer please)

Number of children	Response Percent	Response Count
	100.0%	336
<i>answered question</i>		336
<i>skipped question</i>		268

13. How many of your children are (numerical answer please) (if you have none, please move onto page 4 of this survey)

	Response Percent	Response Count
in UVic out-of-school care ("Centre 6")	60.3%	105
in another form of out-of-school care	60.9%	106
cared for by a paid caregiver at home	44.3%	77
cared for by a family member at home	57.5%	100
cared for in another way, namely	38.5%	67
<i>answered question</i>		174
<i>skipped question</i>		430







14. If space were available, how many children in your household who attend elementary school would be in UVic out-of-school care (given current UVic out-of-school care conditions and rates)? Please comment.

	Response Count
	151
<i>answered question</i>	151
<i>skipped question</i>	453



15. Do you or did you ever have a child of appropriate age that you decided not register on the wait list for UVic daycare or out of school care?

	Response Count
	458
<i>answered question</i>	458
<i>skipped question</i>	146

16. If to the question above your answer is yes, please indicate why (check all that apply).

	Response Percent	Response Count
Childcare was already arranged 	25.5%	47
Did not want group childcare 	6.5%	12
UVic childcare was inconvenient or undesirable (explain) 	18.5%	34
The wait list was too long 	55.4%	102
Child was in an elementary school not associated with UVic out of school care 	15.2%	28
Too expensive 	35.9%	66
Other (please specify)		63
<i>answered question</i>		184
<i>skipped question</i>		420

17. Do you have children with special needs?

	Response Percent	Response Count
Yes 	4.3%	18
No 	95.7%	397

If yes, please comment on your childcare needs, and the availability and quality of special needs childcare at UVic and in the community. 17

answered question 415

skipped question 189

18. How many hours, on average, do you spend as the primary caregiver of a child or children in your household between the hours of 8am and 5pm on a weekday?

Response Count

389

answered question 389

skipped question 215

19. Has the fact that you have not been able to have your child in UVic daycare/out of school care required you to make compromises in:

		Response Percent	Response Count
The amount of time you can devote to your work		46.6%	162
Your productivity		33.0%	115
The quality of care you provide for your child/children		23.6%	82
The cost of care you provide for your child/children		21.0%	73
Not applicable (You never had a problem getting childcare)		41.1%	143
	Please comment		152
		<i>answered question</i>	348
		<i>skipped question</i>	256

20. If you have been eligible for a leave of absence (study leave, parental leave, etc.) while at UVic please answer the following: Did availability of childcare affect whether you took a leave or how you spent the leave?

		Response Percent	Response Count
Yes		30.7%	85
No		69.3%	192
How did you handle childcare needs during and after your leave?			110
		<i>answered question</i>	277
		<i>skipped question</i>	327

21. If you currently have a young child, or are considering having a child, has the difficulty in accessing UVic daycare ever led you to consider working or studying elsewhere?

	Response Percent	Response Count
N/A	17.9%	65
Yes	32.2%	117
No	49.9%	181
Please comment		90
<i>answered question</i>		363
<i>skipped question</i>		241

22. Do you know of anyone who has left UVic or not taken a position at UVic due to limited availability of childcare?

	Response Percent	Response Count
Yes	25.5%	110
No	74.5%	322
Please comment		47
<i>answered question</i>		432
<i>skipped question</i>		172

23. Please add any other comments you may have regarding childcare at UVic.

	Response Count
	210
<i>answered question</i>	210
<i>skipped question</i>	394

Childcare Needs at UVic

Please add any other comments you may have regarding childcare at UVic.

Response
Count

210

answered question

210

skipped question

394

Response Text

Response Text		
1	Apparently it is great, but I know no faculty members who have their kids there. It may well be the best in Victoria in theory, but in practice that doesn't do much good if no one can get in!	Sep 4, 2009 1:55 PM
2	Even though my child's too old to need childcare I think an institution teaching education and social work and youth & child care must have good daycare facilities. Good childcare facilities not only benefit faculty, staff and students and children but also can be used as educational sites. One childcare we used (at what used to be called the Univ College of the Fraser Valley) had one way mirrors so that students could observe the children and learn from them. Why not tie the daycare need into how it can benefit all education/social work/child & youth care students, too, as a real-life lab?	Sep 4, 2009 3:42 PM
3	Arranging daycare for son (7 different facilities in 3 years) because he didn't get into UVic has been one of the most time-consuming and stressful parts of our lives recently.	Sep 4, 2009 3:44 PM
4	I am planning on having children and know that having childcare at UVic would allow me to spend more time at UVic being productive rather than time in transit to pick up a child at daycare.	Sep 4, 2009 3:52 PM
5	Pay some attantion to elder care instead of only child care!!! Not everyone has or wants little brats but most still have a parent or two that should be cared for!	Sep 4, 2009 3:52 PM
6	I strongly believe that we need more daycare and after-school-care for parents who work at UVic. I never even tried to get my child into UVic childcare since I heard the waiting list was too long. I think most faculty, when offered a position jump at it, and then deal with the childcare difficulties afterwards. This was my situation. But if childcare were more readily available it would make our lives much easier!!	Sep 4, 2009 3:54 PM
7	I do not think childcare at UVIC is an important issue.	Sep 4, 2009 3:54 PM
8	As someone who is planning on having children within the next 1-3 years, child care is a great concern.	Sep 4, 2009 3:56 PM
9	As someone planning to have children, this is of great concern to me.	Sep 4, 2009 3:59 PM
10	I have heard that childcare is excellent but unfortunately I cannot afford the rates. And if I was to have a second child there isn't any discount for additional siblings. Also, it's a shame that staff don't get a discount. If I was to have a second child I may not come back to work because there is no way I can afford 2 children in daycare. It doesn't seem right that I would want to come back to work, pay taxes, etc but may not be able to because of the availability and cost of childcare.	Sep 4, 2009 4:03 PM
11	It has worked very well for us, but we just arrived with 6, 8, and 11 year olds. The first child waited 2 years to get into the Penn State childcare centre...	Sep 4, 2009 4:03 PM

Response Text		
12	I hope more spots will be provided, as UVic is my first choice for childcare for my 14 month old. I'm also very interested in putting her in UVic preschool, Kindergarten & out of school care if possible.	Sep 4, 2009 4:06 PM
13	UVic is really a community of thousands of people. To have such a small child care facility is unreasonable. Quality child care, education of children is essential to their development and the future. Not to mention the peace of mind for both parent(s) and children knowing the close proximity with the ability to be there in just minutes when needed.	Sep 4, 2009 4:06 PM
14	My child is now 16 so most of these questions are not applicable. If I have answered these incorrectly, please note this would be why	Sep 4, 2009 4:09 PM
15	Should be supported. Especially for students, they pay enough for tuition etc, they should be able to devote time to studying rather than running around for daycare.	Sep 4, 2009 4:09 PM
16	When my daughter was under age 3 I couldn't afford UVic's infant child care. She attended UVic's Day Care Centre from age 3-until she left for grade 1 at elementary school. It was a truly valued service that I appreciated immensely. I can't tell you how much my mind was at ease when I was at work, knowing that she was in the care of highly trained, caring individuals and that I was welcome to drop by at any time, have lunch with her, and so on. Since she was not in a traditional "kindergarten", when she was leaving the Centre to go to grade 1 I also received the most comprehensive evaluation of her academic and social maturity levels I ever received in her school years. This is a truly remarkable and valuable service for the UVic community.	Sep 4, 2009 4:12 PM
17	As a parent, you make things work. UVIC Childcare wasn't an option, which was disappointing, but it made me just find another option. If you picked up at Torquay I would consider it, but you don't, so I just had to go to other options. It's my choice as a parent to either stay home with my kids or work, and seeing as I chose to work, I have to make arrangements for my kids. It's just what you have to do.	Sep 4, 2009 4:12 PM
18	I love the fact that there is daycare available here on campus for parents who work up on campus and it's available all year round, so not limited to just when school is in session, that it's not like a homecare situation where if your caregiver is sick, you have to take a day off work to care for your children - there's always back up support here. What I don't like about it is 1) administrative. They are not very thorough with follow-ups with people on waitlists. As mentioned previously, I had my daughter's name on the waitlist since she was 1 week old (I was told we could not do it prior to her birth) and throughout her first year, I called to see what position she was on the waitlist. Closer to her 1 year, I called again and was informed what # I was on the waitlist. After I came back to work, I called again, etc.. The odd thing was that I know so many people who's children were born AFTER my daughter who have gotten their child/children into UVIC daycare and not once was I contacted from the daycare asking if I still wanted to be on the waitlist or to inform me that there were spaces available. It's not consistent and I don't think that faculty members should get priority over other staff on campus (as was the case).	Sep 4, 2009 4:14 PM
19	Both of our kids were put on the UVic wait list the day they were born, and neither ever made it near the top. So they are taken care of by a collection of patchwork arrangements with friends and family. I miss at least two days of work each month in order to care for them when these arrangements fall through.	Sep 4, 2009 4:14 PM
20	I chose not to take advantage of UVic's all-day Kindergarten program, even though I was offered a place. This was for several reasons: 1) my son had not been at UVic childcare up to that point, so he would be in a totally new group of children, followed by another totally new group for grade 1. 2) I wanted french immersion, which I felt would be easier for him to enter in kindergarten than in grade 1. 3) Out-of-school care at my child's school is much easier to get into at the kindergarten level than later, because the most new spaces are created for kindergarten children. So putting him in kindergarten at UVic would have created a much larger childcare problem the following year.	Sep 4, 2009 4:15 PM

Response Text		
21	I hear the UVic daycare is excellent, but being excellent is of little use if it is not also accessible!	Sep 4, 2009 4:21 PM
22	UVic is a community. As such, quality available childcare on campus is an absolute must! A word of caution, however. It might be possible that the University will bend to demands of increased childcare, but they may attempt to cut costs for this service by contracting out to a for profit company. The result, of course is increased cost for the user and a reduction in quality due to the need to make profit!	Sep 4, 2009 4:22 PM
23	UVIC has to make daycare issues a top priority if they want to attract and keep staff with young children. The daycare centres are excellent, but only a few lucky ones can take advantage of them.	Sep 4, 2009 4:25 PM
24	There really need to be more spaces, particularly for young children/babies. Finding childcare the first year (which turned out to be a succession of temporary nannies) caused considerable emotional & financial stress for our family.	Sep 4, 2009 4:26 PM
25	We are planning on having children (the first one is to arrive in 4 months) so my answers to this survey will be very different in the following years	Sep 4, 2009 4:29 PM
26	This is a no-brainer - we need more childcare spaces to support the staff/faculty that keep this place running! You have my full support in this campaign.	Sep 4, 2009 4:29 PM
27	I just could not study/write when my children were small: childcare was too expensive for allowing the choice. I arrived on campus when my children were 6 and we all had gone through the most difficult part.	Sep 4, 2009 4:31 PM
28	I think the child care shortage on campus is a serious recruitment, retention, and equity issue. I see my junior colleagues struggling with child care (cutting hours short, going home to take care of kids, compromising work time). We need double the spaces in the current system at least!	Sep 4, 2009 4:34 PM
29	I am due in December and hope to have my child registered for Day Care come Jan 2011	Sep 4, 2009 4:45 PM
30	While my preference and expectation was for my daughter to attend UVic daycare, the waitlist made it impossible. I am extremely fortunate to have found a wonderful family daycare which I am very happy with. I do hope that she will be able to attend after school care at UVic once she starts kindergarten.	Sep 4, 2009 4:48 PM
31	It's well past time to take this issue seriously. More and more faculty, students, and staff are concerned about this, and with the current baby boom on campus, it will only become a more and more emergent issue. The Administration can deal with it now or face serious repercussions down the road.	Sep 4, 2009 4:49 PM
32	I am sure that her time at UVic daycare contributed hugely to both my daughter's and my sanity, especially since my marriage broke up soon after she entered and before I earned (!) tenure.	Sep 4, 2009 4:51 PM
33	I know people are doing their best but I am pretty desparate	Sep 4, 2009 4:53 PM
34	Survey needs to ask about kids young enough to have attended UVic Child Care.	Sep 4, 2009 4:53 PM
35	I don't have children - and don't plan to - but access to good local childcare is a crucial issue for my colleagues and (in my opinion) a fundamental issue of equality of access to professional employment. I would strongly support including expanded childcare at UVic in the issues discussed in Framework Agreement negotiations - even if this expanded childcare were to come at the cost of smaller salary increments.	Sep 4, 2009 5:00 PM
36	It clearly needs to be improved. This is a major recruitment and retention issue. If you want the best faculty and staff and you compete with institutions that have better childcare, you are going to lose out.	Sep 4, 2009 5:00 PM

Response Text		
37	<p>Waitlist times for UVic childcare are extremely long (over two years for students and averaging four to five years for staff and faculty). This has caused serious hardship for UVic students, staff, and faculty, especially for female faculty members who need to take care of her students and be the primary care-givers to their young children.</p> <p>As a faculty member, I give my best cares to my students so they can be more productive and successful. The success of my current students attracts more good students to join my team. I believe that the University should also give the best cares to its employees and students, so they can contribute to the future growth of the University.</p> <p>Having adequate daycare services in UVic can ensure that the young faculty members can work hardest and make highest contributions to the University when they are at the most productive ages. With a long term vision, the University will get significant benefits from the reputations gained thanks to the creative and hard work done by the young faculty members.</p>	Sep 4, 2009 5:01 PM
38	I'm only addressing the need for additional childcare spaces for faculty, both for infants and for pre-school and school-age children. Staff and students of course have an urgent need for more available spaces as well.	Sep 4, 2009 5:07 PM
39	The waiting list needs to be much much more transparent. The criteria for moving on in the waitlist needs to be more transparent. My child was on the list since he was born (now three and half) and never got in (we gave any date as start date) and others did get a place	Sep 4, 2009 5:18 PM
40	I am disappointed that the need for and the consideration of childcare for staff and faculty is not separated from the needs of students. In expanding the number of spaces under the current arrangements, this still leaves very limited positions for children of staff and faculty and does not address the acute problem of too limited space given the size and changing demographic makeup of staff and faculty. I am not speaking of subsidized spaces but of guaranteed place for children of staff and faculty at a high quality childcare facility located on campus with flexible arrangements.	Sep 4, 2009 5:19 PM
41	Not really necessary for me but very important to the UVic community!	Sep 4, 2009 5:24 PM
42	Parents do need support to find child care in this city.	Sep 4, 2009 5:25 PM
43	I see the need to expand childcare as the population of younger families (new Faculty hires) at UVic is growing. Many of my friends at UVic are really stressed due to the childcare situation in the city. I do not have any children, but plan on having some in the near future but not looking forward to the same challenges.	Sep 4, 2009 5:29 PM
44	The quality of Childcare at UVic is outstanding but the lack of places, especially in the infants centre, has been frustrating.	Sep 4, 2009 5:33 PM
45	I don't have any kids now but in the future would like to see availability of space a nonissue.	Sep 4, 2009 5:35 PM
46	Many young faculty members have not started their families yet or are expecting to see new additions in the next few years. I hope this is taken into account in your projections because it does not seem to be present in your survey.	Sep 4, 2009 5:36 PM
47	My eldest daughter was at UVic daycare from Centre 1 to Centre 4. Centre 1 was fantastic and by far my first choice for my 11 month old. However, the lack of spaces at UVic is disheartening and a big stress on parents as there is a lack of infant daycare in general in Victoria. Would have loved to have gotten a space at UVic daycare. Would love to see another infant centre built at UVic - I think it is sorely needed.	Sep 4, 2009 5:38 PM
48	I feel limited in career advancement as one of the only ways I would feel comfortable about taking on more office hours would be if my child (soon to be 2 children) were at the same (affordable) daycare facility on campus.	Sep 4, 2009 5:38 PM

Response Text

49	I am one of the very lucky people who has had my son in child care at UVIC since he was one. He is now 6. I am extremely pleased with the quality of care at UVIC. The security of knowing my child was at UVIC childcare helped me be very productive in my job, and made for a stable environment for my son. The need for quality childcare is an urgent issue, and we need to support the kind of programs already existing at UVIC, and work to making more spaces available.	Sep 4, 2009 5:39 PM
50	Childcare at U.Vic is phenomenal, however it is very difficult to get your child in because the wait lists are long. At 3 years, higher preference is given to students with children vs. staff with children. I would wish that the preference be weighted equally on a first come, first serve basis.	Sep 4, 2009 5:42 PM
51	I think it is valuable and can help retain staff - however I think the cost of child care should reflect actual cost of running it (ie not subsidized)	Sep 4, 2009 5:42 PM
52	Not only is the waitlist too long, but the system in place is unfair. Colleagues before and after me were offered spots because their children got in. Once they were in, they stayed in, and we stayed out. I am done with UVic childcare, but for the sake of others in my position, I hope that the UVic Childcare Action Group has success addressing the long waitlists and lack of equity in the current system.	Sep 4, 2009 5:46 PM
53	I am planning on having children soon, and it is shocking to me that UVic is not taking a more proactive stance on this important issue. How can a learning institution not support the development of children and (physically and financially) healthy families? Too often, it is more financially reasonable for one parent to quit their job and stay home than to pay for childcare, if a spot can even be found for the child. This isn't only a childcare issue, this is an employee retention and recruitment issue, and UVic should be more strategic in its approach to ensure its employees' needs are met.	Sep 4, 2009 5:46 PM
54	There is very little childcare available in Victoria and all seem to have wait lists anywhere from 6 months to a year. My daughter has been on Uvic's wait list since birth and is now 14 months old. She is currently 5th on the list. Having to be bounced around can be stressful for my wife and I as parents as well as our daughter. Our daughter will hopefully be in daycare at Uvic in the spring. If not this puts us in a bind. More daycare would be a blessing as Uvic provides a quality safe place for the University community to leave their children at.	Sep 4, 2009 5:50 PM
55	When my children were younger, I did look into UVic childcare and would have gone that route if space had been available at the time. However, I could not "wait" on the waiting list and found alternate daycare. Once settled, I did not want to move them from their original group.	Sep 4, 2009 5:51 PM
56	I do not have a child but I care about the childcare issue. Those who do not have kids or kids at a care age need to think about this as our own collective problem as well. Apart from caring about others one can also make the argument that what happens to our colleagues with kids also influence our own work environment and scheduling issues. If a colleague or student is under pressure with child care issues, I have to help them in an ad hoc basis but it becomes as if I am doing a favour to them. They should not be in such a position. In a welfare state like Canada it sounds pretty strange to have such child care deficiencies at a university. I know that the upper administration made sure that they did not apply any of the last budget cuts to child care but to start with it is so poor that it does not help. It is clearly a priority issue and it needs a bit more radical engagement. As everything nowadays is used for PR and marketing purposes one can also use good child care in advertising UVic.	Sep 4, 2009 5:51 PM

Response Text		
57	<p>Having a child in UVic daycare has been like winning the lottery (due to the probability of getting a spot and the value getting a spot has). We were overjoyed to get a spot. The quality of care and facilities are exceptional.</p> <p>Having our child close to our work has allowed us to focus on working when we're at work and family when we're at home. Because the centres are open every day the University is open, we don't have to scramble to find enough vacation time to cover days that 'private' daycares are closed. In a private daycare, a childcare worker sick day would mean a sick day for us. With the staff coverage at the UVic daycare, we're never stuck at home on a work day with a healthy child.</p> <p>With quality child care, we can have quality work and quality family time.</p>	Sep 4, 2009 5:53 PM
58	The availability of quality child care is of the utmost importance in allowing people to study and work effectively. The quality of the care my childres received had a huge contribution to my wellbeing as a student and later as a staff person. As we hire younger faculty to replace the retiring Boomers, the pressure is going to increase. Please make it important in senior admin planning!	Sep 4, 2009 5:54 PM
59	I do not have children nor am I planning to. However, I feel that there is not only need for additional spaces, there is also a urgent need for UVIC to step up to the plate and make allowances for sick time for parents who work full time and cannot leave their sick children in daycare, and who have no alternatives of caregivers when their child is ill. UVIC needs to make policy around this as many departments penalize or reprimand staff who are absent from the workplace when their child/ren are ill. I am tired of thethat goes on when a parent has to take time off because a child is ill. The "reaction" of peers and managers in my view is disrespectful. In this institution we all need to participate in supporting daycare spaces and child care allowances in general. Parents with children who are older than daycare age and who become ill and, who have no alternatives for care should be provided with a reasonable allowance for absences to care for their child/ren.	Sep 4, 2009 5:56 PM
60	make more spaces and have better rates	Sep 4, 2009 6:01 PM
61	I was disappointed that both my daughters had been on the waitlist at UVic but were not successful in getting a spot when I needed it.	Sep 4, 2009 6:08 PM
62	hopefully I don't have to pay to raise other peoples spawn	Sep 4, 2009 6:08 PM
63	My child was 12 when I joined UVic staff, so childcare was not terribly relevant - but when he was younger, the availability of quality, affordable childcare near my work place was an enormous consideration. It allowed me to return to the work I do well and have my child cared for by people who are good at it. Knowing my child was safe and happy allowed me to relax and be more productive in my work, and if problems arose I knew I could be available immediately.	Sep 4, 2009 6:09 PM
64	From the faculty perspective the limited number of spaces and the low priority we have is a recruitment issue more than a retention issue. When a search committee/dept. chair/dean is trying to convince the preferred candidate to accept the position the lack of childcare (our newest faculty have waited up to a year for space) is a strong negative in the negotiation. Once faculty are hired its too hard to get a new job -- normally they won't quit if there isn't childcare available. HOWEVER, once we got our child into the UVic Care (which is TOP NOTCH) our lives became so much easier -- pick-up drop off simple -- I can stay later, grab him at 5:30 and if necessary drop back into work to clean up, get him quickly if he's sick -- PROXIMITY to the child-care site is incredibly important to improving faculty whose time-tables are rarely 9-5. Good, convenient, accessible childcare for faculty is "good business" for the university.	Sep 4, 2009 6:10 PM
65	we need more childcare spaces and the rquiptment to be upgraded (fences, climber)for saftey	Sep 4, 2009 6:10 PM
66	I do not have children yet myself, but I know that access to childcare on campus has been a huge concern to parents (mature students and staff) I've spoken to.	Sep 4, 2009 6:11 PM

Response Text

67	UVic childcare was a wonderful experience for my child and I would love to see it be available to those who need and want it.	Sep 4, 2009 6:14 PM
68	I had assumed that it would be fairly easy to get childcare at UVic until I had my first child and realized that it would be next to impossible for us to get in. The whole process was very stressful and while we now have full-time daycare elsewhere, it would have been really helpful to have had a spot at UVic.	Sep 4, 2009 6:19 PM
69	The best thing about our UVic child care experience was the kindergarten year when it was possible for her to stay all day versus the hassle of the 1/2 day public school program.	Sep 4, 2009 6:20 PM
70	My wife and I will be having children in the next couple of years, and would very much like to have the opportunity to put them into the excellent UVic child care. We hope that spaces are available when the time comes.	Sep 4, 2009 6:29 PM
71	Society and the university didn't choose for you to have children. Plan ahead and solve your own problems, or don't have kids.	Sep 4, 2009 6:37 PM
72	Staff should be given a higher percentage of spaces compared with students as our work schedules are generally not very flexible and have to take time off work or struggle with changing hours if my parents want to do something that affects when they watch my child. And all this trouble is with one child let alone more than one.	Sep 4, 2009 6:51 PM
73	We wanted a interesting and enjoyable place for our child to be taken care of in. We've had excellent care all the way through with a private daycare then with Island Montessori school out of Doncaster. UVic would have been more convenient since both my wife and I work at UVic.	Sep 4, 2009 6:54 PM
74	Providing adequate childcare is essential in maintaining positive work places and healthy personnel. When safe, reliable chilcare is a worry, staff are less engaged in their jobs because they are worrying about the welfare of their children.	Sep 4, 2009 7:07 PM
75	The waitlisting process and advancement through the waitlist is not transparent, therefore one never knows if they are moving up the waitlist or if others have been able to jump the que on the waitlist. I have heard that it isn't 'what you know, but who you know' when it comes to getting into UVic Daycare. With the lack of information coming from UVic Daycare directly on where one stands, one tends to believe the rumours.	Sep 4, 2009 7:17 PM
76	In hindsight I wish I had availed myself of the childcare at UVIC. I should have had more information regarding care, before choosing to have children and living outside Victoria.	Sep 4, 2009 7:19 PM
77	The quality of daycare at UVic is absolutely wonderful and we feel like we won the lottery in getting a space - particularly since it came at the moment we had given up hope and were working on inferior, make-shift options. However, this lack available spaces has been an influence re: deciding not to have a second child. I want to know that my child is being taken care of well while I am working, that I can get to her quickly if she becomes ill or hurt, and is being nurtured by well-qualified people when her parents aren't with her. Without that confidence in my child's care, I would have to give up my job entirely or find a way to do my job on a part-time basis.	Sep 4, 2009 7:32 PM
78	I was lucky to get a spot for my child with UVic daycare. I had registered on many other daycare lists too. Around his first birthday I was considering attempting to take a leave or go part time due to lack of daycare. Shortly after that, we got into UVic. Having UVic daycare has made a tremedous and positive impact on my home and work life. I am able to supervise more graduate studetns, maintain an active reserach program, and engage fully in deparment administration. I would not have changed institutions, but I would have had to cut back on all my work activities had we not got daycare. Having daycare makes me more productive and happier at UVic.	Sep 4, 2009 7:57 PM
79	I would have liked to use it, but it never worked out. There was always a waitlist, and my impression was that it was relatively expensive. We found very good daycare in small private settings. Not easy to find, but it is there.	Sep 4, 2009 8:15 PM

Response Text		
80	The childcare at UVic provides quality care and is very much valued by staff; I am sure that it is an important factor in recruitment and perhaps retention of staff.	Sep 4, 2009 8:18 PM
81	Both my kids (age 2 and 5) were on a wait list (and may still be) from the time they were a couple of months old. Never once did I get a call from UVic Daycare and found the whole system very frustrating. Initially, I was 2nd or 3rd on the wait list and then when I called a year later I was 5th. How do you move down a wait list like that? I felt that the method of letting children in was not done on a first come first serve basis and found this very unfair. I have talked to others who said they begged and pleaded (and cried, if that's what it took) to get their children into the daycare and were able to jump the cue. I certainly hope this is not that case now.	Sep 4, 2009 8:57 PM
82	I was actively recruited with UVic childcare--my campus interview included tours of the facilities and information on the quality and competitive prices. I was told to put my children on the wait list as soon as possible (and did), but was never given an honest assessment of the situation. After a full year at UVic, both of my children (who were 5 months and 2 when I started the job) were still in the high 30s on the list, and we had struggled to find childcare. We were not able to find anything acceptable or full time for a year -- I am still angry about all of this.	Sep 4, 2009 9:08 PM
83	I sincerely hope that this action group has a positive effect on the number of daycare spaces available; it has become a running joke that our children will never get into U Vic daycare	Sep 4, 2009 9:12 PM
84	good quality childcare is essential for working families, not a luxury, so UVic has to make sure this issue is taken very seriously and address the shortage of spaces in a timely manner.	Sep 4, 2009 9:46 PM
85	Many students have expressed their frustration and dismay in getting appropriate childcare. They often have the incorrect impression that faculty take up all the spots. When I explain that faculty and staff also have the same issues, they are baffled.	Sep 4, 2009 10:15 PM
86	Why pay people large salaries to work for you and leave them struggling to find someone to watch the kids? We had a nightmare trying to find day care when my kids were little and it caused massive stress and really disrupted my work. Nannies get sick a lot and every day they skip work because of it, my husband and I had to stay home to take care of the kids. They finally got into Goosey Gander which turned my life around. But left me questioning why even though we applied we never got space at the UVic day care (two spots for two kids with some reasonable gap, maybe months but not years, in the time at which the spots were available).	Sep 4, 2009 10:20 PM
87	I would be very interested if UVic daycare offered part-time positions, but otherwise, I'm happy to see a lot of my kids!	Sep 4, 2009 10:23 PM
88	I've had difficulty each year finding good after school care in Victoria. I have to cover the hours myself. This hurts my students because I cannot be available to meet them in the afternoons.	Sep 4, 2009 10:26 PM
89	I know part time childcare has been added and this is great for parents that need flexibility. I haven't looked into it recently but I plan on it as I will be going back to work when my mat leave is up. Thanks.	Sep 4, 2009 10:37 PM
90	In our department alone, there are enough infant-aged children to take up ALL the infant spots (six) available for children of Faculty/Staff. As a result, many of us have had to make alternate arrangements as UVic childcare never came available.	Sep 4, 2009 10:40 PM
91	Adequate childcare is truly a crucial issue. Knowing that your child is well-cared for, and that that care is easy to access provides peace of mind and therefore decreases stress and increases productivity. UVIC does not do enough to ensure that its faculty and staff have access to childcare.	Sep 4, 2009 10:44 PM

Response Text		
92	I had my both children's name on the UVic daycare waitlist, but never got in. I was lucky that I found another home-based day care where they went to. My oldest one is 6 and is going to grade one, and UVic centre 6 in the afternoons, but the younger one is 2 and a half and never received a phone call from UVic childcare about availability. Having found a different daycare I did not further enquired either, which perhaps would have helped.	Sep 4, 2009 10:55 PM
93	I had child care for both of my children but chose to place them in a private care facility in town due to the small number of children co-attending the program.	Sep 4, 2009 11:05 PM
94	I think more adequate childcare would help with recruitment at UVic.	Sep 4, 2009 11:07 PM
95	I don't have children.	Sep 4, 2009 11:13 PM
96	In the future I would like to have children and the lack of daycare is a huge concern. It is so worrisome that I would very much consider looking elsewhere for work, if it meant that childcare would be available.	Sep 4, 2009 11:21 PM
97	Childcare at UVic is great if you can get your child in -- otherwise lack of childcare is a source of major stress and can seriously impact productivity and quality of life	Sep 4, 2009 11:38 PM
98	I think daycare is essential. It should be provided by UVic.	Sep 4, 2009 11:44 PM
99	UVic is the worst employers I've ever experienced.	Sep 5, 2009 12:35 AM
100	UVIC clearly needs to provide more childcare, not only for student-parents but also faculty/staff. My own experience was nothing but frustrating.	Sep 5, 2009 1:38 AM
101	When I was younger, and faced child care difficulties, I wasn't at UVic - this is my second career. I know that lack of adequate child care is a HUGE issue for young faculty and it probably does affect recruitment and retention.	Sep 5, 2009 2:03 AM
102	Centre 6 is wonderful. We made a choice to leave it though, because my spouse was in a position to look after them. If he finds another position, however, we will most likely have difficulty getting back in.	Sep 5, 2009 2:24 AM
103	Does Uvic give a privilege to Uvic employees? Does Uvic give a privilege to parents who are both Uvic employee?	Sep 5, 2009 3:19 AM
104	When I joined the university I had a small child that never made it into the UVic child care facility because there was not space available, so I had look somewhere else for daycare.	Sep 5, 2009 3:47 AM
105	We understood it was a superior day care but not accessible unless one signed up at least a year in advance - certainly before the birth of the child in question.	Sep 5, 2009 4:13 AM
106	I think it is very important for there to be good quality childcare at UVic - even though my kids are past that stage.	Sep 5, 2009 4:43 AM
107	It is a scandal that there are not more spaces. So much for a family-friendly university with sustainability and retention policies!	Sep 5, 2009 5:19 AM
108	More flexible arrangements are needed for part-time care. Many who can't get into UVic Daycare could be served if part-time spots were available. I do not want an infant or toddler in full time daycare, but I do want part-time. So I cannot access UVic anyhow.	Sep 5, 2009 5:56 AM
109	The UVic childcare situation is awful. Our first child was on the waitlist for years - we won't bother putting our 2nd on the waitlist. There was virtually no communication by childcare staff about the waitlist status (and the reputation is that the only way to get your child in is to 'pester' and keep calling and asking). But I am lucky in that my spouse is flexible; we were also able to find another preschool. It would have of course been nice to have more options, and to have part-time options as well. I'd say the reputation of the facility is that there is so much demand that they don't 'care' about you because they know that there are so many others waiting to get in... I don't know anyone who has left Victoria or UVic because of the lack of childcare, but I certainly know people who have really struggled and suffered because it is so hard to get childcare and the waitlist is so impossibly long.	Sep 5, 2009 6:14 AM
110	UVic offers first rate child care, and as the program expands, I hope that the standards remain high.	Sep 5, 2009 6:39 AM

Response Text		
111	More daycare is badly needed. Worrying less while doing a better job? Knowing your kids are closeby? Yes, please.	Sep 5, 2009 7:12 AM
112	This is a crucial issue in terms of both recruitment and retention, as well as gender equity on campus and needs to be redressed as soon as possible by the senior administration.	Sep 5, 2009 8:23 AM
113	UVic may lose me because of this situation.	Sep 5, 2009 2:50 PM
114	I find the talking and lack of action on the part of higher administration on this and other issues, quite vexing. It is very hard to make a go at UVic for young faculty because of the issues I mentioned in the answer to 7 above. There is an appalling lack of support at this university for young faculty who decide to have children. My spouse works full time and I am the primary caregiver of our child. The main reason I need childcare is because I would like to do a better job as a faculty member. It would seem in the best interest of the university to provide it. I would be fine with having to pay even a 50% higher price than at present in order to have a spot for my child on campus.	Sep 5, 2009 3:27 PM
115	I have a number of students who have concerns over the lack of child care while the continue their studies.	Sep 5, 2009 3:50 PM
116	We were fortunate to have our child in UVic daycare from ages 2-5. However, I know many people who have had trouble getting in. As well, I have colleagues who came to UVic under the impression we had a good daycare system, and then found they could not get their children in, due to limited space/capacity.	Sep 5, 2009 3:57 PM
117	My sons are older now, and daycare is no longer a concern for me personally. Nonetheless, I believe this is an issue that needs to be addressed. UVic should be providing support for parents of young children--such support benefits everyone. Children need to be properly cared for, and parents who know that their children are safe and happy will be more productive in the long run. Although it would be too late to benefit me personally, I urge UVic to be a leader in this crucial area.	Sep 5, 2009 5:14 PM
118	I adopted my children and found that it was very difficult to arrange any childcare in advance because of the uncertainty of when the child would arrive and when the childcare would be needed. This may be an insurmountable problem, but I believe the rate of adoption among academicians may be somewhat higher than the norm and it could provide a very important service to have some kind of arrangement that helps make it easier for UVIC employees who are adopting to arrange childcare in advance.	Sep 5, 2009 7:56 PM
119	I reviewed the wait list when I first started working at UVIC. For such a large organization it surprises me that the childcare facility has not been increasing size of intake or space to allow for more UVIC student and staff to have their child care needs met over the past 9 years employed here. UVIC appears to not have an invested concern for our children's well being when they do not adapt to the growth that is experienced across the community at large. Shame on them.	Sep 5, 2009 8:11 PM
120	In addition to the drastic lack of child care services for faculty, which impacts productivity, career advancement, and professional engagement opportunities for young women faculty, the campus is also largely unfriendly to parents and children. Many areas are not accessible to strollers, there are absolutely NO change tables in bathrooms, no room for feeding or changing children for staff or students, no small playroom or high chairs, absolutely no resources dedicated to supporting students, staff and faculty who may need to bring a child on campus for a limited time in order to access services, attend meetings, events, etc. which again impacts accessibility, success, engagement in university life, promotions, etc.	Sep 6, 2009 12:37 AM

Response Text		
121	The university has to give serious consideration to the provision of daycare services. The system as it now stands is a disgrace. We have been told by others (who have succeeded to get places) that the secret is to deluge the director with phone calls until that person relents. Others have told us of (successful) pressure put on the university daycare to offer places to new faculty. Both of our children were registered on the daycare list soon after being born, and yet despite assurances from the daycare that we would be contacted, we have heard nothing for four years (other than a recent request from them whether we wanted to keep our son on the list). This is totally unsatisfactory. It will certainly act against the recruitment and retention of international faculty - I would certainly voice my significant concerns to anybody thinking of taking up a position at UVic.	Sep 6, 2009 2:09 AM
122	I hope that there can be an expansion in the number of positions available at UVic childcare.	Sep 6, 2009 1:32 PM
123	there needs to be a different way allocating spaces at the daycare - faculty seem to be low on the list, whereas students seem to get spaces quite easily. We need more spaces - plain and simple.	Sep 6, 2009 7:03 PM
124	I would most likely need childcare at UVic if I decide to have a child in the next few years.	Sep 7, 2009 12:20 AM
125	I'm replying to this survey because i think i might have children before I graduate. Childcare is is therefore important to me. I won't be looking into it further until I'm expecting children, of course.	Sep 7, 2009 4:20 AM
126	One of my children has been on the waitlist for almost 3 years. The last time I contacted them to inquire about status - they indicated no movement in over two years. How is this possible?	Sep 7, 2009 5:47 PM
127	UVic daycare was established by the students for the children of the students. Unless the funding is significantly different, the various unions/associations and the employer need to contribute significantly more toward the budget to create spaces for children of faculty and staff. Unless this is done, the child care spaces should go to UVic students first.	Sep 7, 2009 6:35 PM
128	U.Vic. childcare is wonderful! We just need more of it. I would particularly like to see more spaces for infants. It's more important for us to have our preverbal, nursing children close to us at work.	Sep 7, 2009 8:57 PM
129	We are planning a family in the next 5-10 years, and child care at UVic was emphasized during my recruitment. I now find out that only students with children have a chance of UVic child care. The university is being very short sighted if they do not provide child care for the young/dynamic profs they are proud of recruiting, as those profs will either leave all together, or be less productive worrying about child care.	Sep 7, 2009 9:10 PM
130	I had not realized how long the waiting times are on the UVic childcare when I joined the faculty and I also did not have a child. In retrospect currently this is an important negative aspect of UVic. This should not be an issue. There should be sufficient day care spaces for everyone needing them at UVic.	Sep 8, 2009 12:22 AM
131	I think the cost of care needs to be lowered. While my household income is reasonable, the cost of living is not conducive to paying \$1000 per month in child care.	Sep 8, 2009 3:16 PM
132	Would love to see more space at UVic so when my little one is three, I can have her on campus with me.	Sep 8, 2009 4:30 PM
133	Great care, something I was fortunate to be able to receive at the time. We were both students at UVic and it was imperative to our studies.	Sep 8, 2009 5:03 PM
134	Adding more preschool spaces is wonderful, but please do something to add more infant spaces as well! The Camosun infant care facility is far too far away to travel to by bus twice a day! Also, the cost is prohibitive currently - especially shocking when compared to that at UBC and Simon Fraser. Surely something can be done - working with other employers in the city? Supporting in-home care providers? Using non traditional spaces?	Sep 8, 2009 5:17 PM

Response Text		
135	I have been extremely fortunate to have both my children in UVCCS from one year of age.	Sep 8, 2009 5:33 PM
136	There needs to be affordable, accessible, quality child care offered at UVic. There needs to be more special needs educators. There need to be more spaces and it should be subsidized so the cost to the parents is less, but they can continue to retain quality staff by paying them a decent wage for the incredible care they provide.	Sep 8, 2009 5:41 PM
137	An increase of available childcare is an issue that I would implore those at UVic to consider in light of both recruitment and retention of faculty, staff, and students. Victoria is a city with very few childcare facilities available to parents who would both like to work full-time.	Sep 8, 2009 6:11 PM
138	I wish I had childcare at UVic! It would make my life much easier!	Sep 8, 2009 8:17 PM
139	Childcare at UVic seems to be based on very traditional models of care and I cannot help but think that it would be an ideal opportunity to apply more contemporary practice of childcare. Team up with the School of Child and Youth Care!	Sep 8, 2009 8:52 PM
140	The wait-list policy is not transparent, and I have never gotten a simple answer about my position on the waitlist for either of my children.	Sep 8, 2009 9:38 PM
141	We were fortunate in that our child was able to enter Centre 2 within 2 months of his being eligible. We have been part of the system ever since and feel incredibly fortunate because it is such a wonderful system and the people are marvellous. To have child care covered when the university is in session is very valuable - the value to staff productivity is huge. I have been on a number of search committees where child care is a major point of discussion with new faculty - especially female candidates. Anything we can do to increase the number of child care spaces will help recruitment of faculty, I am sure.	Sep 8, 2009 11:38 PM
142	Would be great if it was available.	Sep 9, 2009 3:29 AM
143	The waitlist is the main problem, but the lack of flexibility is also a problem. I would like full days, two or three days a week but this is absolutely impossible.	Sep 9, 2009 4:01 AM
144	Uvic can't have a wait list that is several years long. That is just unacceptable.	Sep 9, 2009 6:42 PM
145	I do not have children, but I have worked in the field for over 10 years and I know how hard it is for parents to find appropriate and affordable child care. I also heard very good things about the childcare facilities at UVic and would strongly encourage the administration to provide more childcare spaces on campus for employees and students.	Sep 9, 2009 7:17 PM
146	The lack of childcare support is stressful and an unpleasant welcome to UVic. The high cost of daycare combined with the high cost of housing in Victoria has been an economic strain that has led me to consider jobs elsewhere. I have no doubt that many young scholars will leave UVic out of a desire to have a family.	Sep 9, 2009 7:33 PM
147	See 4.1	Sep 10, 2009 3:55 PM
148	I'm planning to have a baby very soon and I'm planning to put them in childcare after 2 years old at UVic if it is possible so I'm concerned about child care spaces at UVic.	Sep 10, 2009 6:12 PM
149	UVic childcare is fantastic, and could be a means of attracting faculty to campus. As it stands, for faculty with children under 2.5 years, finding daycare is a major headache and stress. Although I do not personally know faculty who have left UVic for this reason, I know several faculty members in my department alone whose work productivity has been affected by the lack of quality and stable childcare during those early years. It is imperative that UVic recognize the importance of childcare as a resource for both faculty and students and expand the infant and toddler sections. There truly are very few options for parents in Victoria with very young children.	Sep 10, 2009 7:53 PM

Response Text

150	As noted in a ground-breaking study conducted by profs at UVIC, grandparents frequently are tasked with raising or sharing custody of dependent grandchildren and your questionnaire does not take this group and their issues into account. Faculty members sometimes must make compromises such as those listed in item 5 of your questionnaire (such as change their work schedules to accommodate their need to provide support or care for the grandchildren they are either raising or co-raising). For more information contact Professor Barb Whittington in the School of Social Work who worked on this study. UVIC seminars arranged for faculty in parental roles have also excluded this group of faculty who are raising or co-raising grandchildren.	Sep 10, 2009 8:21 PM
151	I don't have children myself and don't want them; however, I think it is important that my colleagues have access to high-quality, affordable child care that accommodates their teaching and committee work schedules. Because such resources are apparently not available on campus, I find that I am regularly asked to teach or hold meetings at times that work around the child care responsibilities of others.	Sep 10, 2009 9:29 PM
152	An important issue.	Sep 10, 2009 9:32 PM
153	Thank God that my daycare days are over! Finding appropriate-to-me daycare for my children was extremely stressful for me.	Sep 10, 2009 9:34 PM
154	Why is it more of an issue at this work place than other work places? Frankly, the fact that your hours are flexible, that you can work in the evenings and on weekends to make up time if you need to is a real bonus and I can use my PDA for childcare if I need to for when I am at a conference. I think there are many more important things for the Faculty Association to press for than this namely full pay for sabbatical leave (I work just as hard and my mortgage and other bills remain the same but my salary goes down).	Sep 10, 2009 9:37 PM
155	There should be a "parents with young children" discount on parking passes. Parents often need to drive their kids to daycare, to appointments, to doctors, on a tight schedule. It now costs over 700.00 for a parking pass - unfair for people such as parents of young children who may really, really need to drive, and such parents are disproportionately the younger faculty making smaller salaries. The lack of certainty and the waitlist timeline are big issues. Lack of proper daycare is a false economy on part of UVIC because it keeps working professors off-campus where they can work at home offices, etc, and not have to juggle the workplace except when absolutely necessary. While off campus they do not interact with colleagues and students.	Sep 10, 2009 9:38 PM
156	Our experience with UVic childcare (1997-2003) was extremely positive. We were lucky to get a place, and we knew a number of other faculty members who were not able to get their child in.	Sep 10, 2009 9:50 PM
157	The lack of affordable child care has been the major factor in my decision to not have children yet	Sep 10, 2009 10:05 PM
158	i think there needs to be more flexibility in the childcare, professors work varied hours. we need to be able to be with our children when we can and have affordable, quality childcare available to us when we need it. one of the policies at uvic daycare that was off-putting was one that discourages parents from keeping children home or dropping them off late or picking them up early. primary bond relationships and immediate family caregiving opportunities need to take precedence over centre-based policy. also it would be great to have more part-time spaces and flexible hours	Sep 10, 2009 10:06 PM
159	We have a great child care.	Sep 10, 2009 10:13 PM
160	As a pregnant staff in a contract position at UVic, returning to work here may depend on the flexibility of the position and the availability of quality affordable daycare.	Sep 10, 2009 10:15 PM
161	I hope this survey helps send a message that the chilcare situation needs attention. Uvic needs a larger facility with more open spaces for the children of uvic students. thank you	Sep 10, 2009 10:21 PM

Response Text		
162	I have little knowledge of how spaces are allocated, but a first-come-first-served approach seems inappropriate here (if this is what is used). Ideally, safeguards should be in place to ensure spaces are accessible at all times to ap proportion of faculty, sessionals and undergrad/grad students (where the university and faculty members using this service subsidize sessionals and students as low-income earners).	Sep 10, 2009 10:29 PM
163	The demographics of faculty/staff on campus today is heavily skewed toward young, family-bearing aged people. The student population is also seeing more mature, family-bearing students. Combined, the demand is extremely high... much moreso than 10 years ago. The service offered, for those lucky enough to be admitted to Uvic daycare, is wonderful. I don't think child care should be viewed as a 'right' or guaranteed for all staff/faculty, but I do think it should be MUCH more available and subsidized, in part, from university operating funds and/or faculty/staff funding sources (perhaps with opt-out for those who do not wish to support).	Sep 10, 2009 10:31 PM
164	The lengthy waitlist made considering UVic child care irrelevant as I anticipated being done with my program before a space would become available. In addition, the informed decision of my family - with the support of our doctor - to not (fully) vaccinate my child further removed UVic child care as an option.	Sep 10, 2009 10:40 PM
165	We need more spaces, obviously -- it's an excellent program and there is great demand in Victoria for childcare. We were lucky to get in.	Sep 10, 2009 10:46 PM
166	Since you asked me to answer this survey, I wished it had included people like me who don't have children, but may have an opinion! sorry to comment here, but there is no place for my comment anywhere else.	Sep 10, 2009 10:52 PM
167	It is a wonderful idea to provide more, and plentifully so - for so many reasons. Best of luck to you!	Sep 10, 2009 11:04 PM
168	My perception is that the Uvic Daycare system is mired in too much bureaucracy and not particularly customer focused - not to mention - the wait list. Perhaps this perception is false, but I do recall thinking that they were not willing or ready to serve our needs when we were looking for daycare - especially when they didn't seem to be able to keep my child until 6 pm some afternoons. Perhaps a community daycare structure would be more effective. Uvic could provide the land and access to services and let an independent organization set up the space and run it. We used the Campus View out of school club and felt that their system was very responsive and effective. This might allow the university to offer additional space with very little additional expense. We don't need to spend millions of dollars on a new building - a prudent community led organization could probably create a space and accommodate another 100 children with no additional cost - other than a low cost lease of land and a promise of a moderate degree of permanence (10 year lease with an option to extend?).	Sep 10, 2009 11:08 PM
169	I understand that child care services provided at UVic are of excellent quality. It would be a shame if not enough spaces were available to meet the needs of both UVic employees and the neighbouring communities.	Sep 10, 2009 11:32 PM
170	Would like to have greater accessibility.	Sep 10, 2009 11:33 PM
171	Thank you - so nice to have my opinion and experiences heard - I felt like the only one who struggled without having easy access through the university for child care options.	Sep 10, 2009 11:51 PM
172	It's a good thing, just inadequate. UVic needs to grow up. This should have been a no-brainer twenty years ago. It's the usual talk like UofT behave like Camosun.	Sep 11, 2009 12:29 AM
173	As with many other things, there seems to be an assumption that the attractiveness of the place will override the meanness of the institution/province.	Sep 11, 2009 12:36 AM
174	I have been surprised to learn of several cases of expectant parents who are faculty or staff putting their children on the wait list for child care at UVic before they are even born!	Sep 11, 2009 12:50 AM
175	More spaces needed.	Sep 11, 2009 1:27 AM
176	While teaching at YorkU my daughter spent two years in there day care.	Sep 11, 2009 1:48 AM

Response Text

177	I think it is an excellent option and am grateful it is available. As it happens I didn't need it, but if had no family here, it would have been a godsend to have the kids close by, in excellent care (I've heard many good things about it) I actually continue to work at Uvic in large part because my dept. has been so supportive and sensitive to my role as mother. Good, affordable accessible childcare is vital, because if you are not sure your children are safe and happy, it's always on your mind and that is very stressful.	Sep 11, 2009 1:57 AM
178	It is really time for the UVic administration to put their support behind this issue. UVic should recognize their role in meeting community needs with respect to childcare.	Sep 11, 2009 2:24 AM
179	I am not convinced that it is among the best day cares in the city -- and it should be.	Sep 11, 2009 2:56 AM
180	I have heard that the quality of childcare at UVic is excellent. I am lucky that my children had excellent care, but I was not impressed at all that as a young faculty member I didn't even stand a chance of getting a spot in the facility. This is perhaps not something that stands out as an important issue for everyone, but for women in particular, knowing that your child is happy, healthy and close by does wonders for your level of productivity and the energy one can spend on the work you love.	Sep 11, 2009 3:43 AM
181	I understand that part-time care is now or will soon be available. This is a major improvement.	Sep 11, 2009 4:04 AM
182	I have my only child in UVic daycare, and it's awesome. I think they should make more spots available to students. I don't feel as sympathetic toward faculty because of their income levels. If more spots become available, I hope students continue to have priority access over faculty.	Sep 11, 2009 4:27 AM
183	We need more. that is all there is to say. it is not 'optional', and it is not OK to leave it to the market. I am ashamed at my own institutions lack of REAL support (in terms of actively advocating for resources, and then directing them to child care) for what is a truly fabulous daycare	Sep 11, 2009 4:56 AM
184	Affordable childcare should be available to all members of the UVic community who require it.	Sep 11, 2009 5:12 AM
185	I would like to put my child there. I am hoping to but I am not sure if I can afford it.	Sep 11, 2009 5:16 AM
186	Childcare, afterschool care, bus services, meal programs are all insufficient in Victoria. When I arrived here from the States I regretted having made the decision to move to Canada because there are no adequate services for working parents in spite of the outrageous amount of money we pay in taxes.	Sep 11, 2009 5:51 AM
187	Excellent care, staff and programming. This is our second time through from infant care right through to Centre 4. UVic childcare continues to be a very positive learning experience for our children. Even the older child still reflects back on all her wonderful Centre 4 experiences.	Sep 11, 2009 5:55 AM
188	Childcare is THE most important issue to a faculty member with young children. Having good reliable daycare on campus will definitely enhance productivity.	Sep 11, 2009 3:35 PM
189	The high cost and rules about vaccinations are why our child (currently 4 months) will not be in UVIC day care.	Sep 11, 2009 4:15 PM
190	My daughter is already grown up, but she attended UVic daycare for a 4 years. It was really helpful for me and it was nice that both of us could be on campus. I really hope that the service of childcare will continue and improve on this campus.	Sep 11, 2009 4:20 PM
191	When I did get my children into UVic daycare it was great and made a number of other options pale in comparison along many fronts including accessibility in relation to being able to volunteer and engage with children in the daycare and witness the quality of care, quality of care, children's satisfaction/happiness with being there, timeframe of availability, convenience and ease of mind	Sep 11, 2009 4:44 PM
192	From talking to my colleagues, this issue is of huge concern amongst everyone who has or has had a child. All had difficulties finding childcare and one I know is very concerned about the cost.	Sep 11, 2009 5:02 PM






Response Text		
193	We need more spaces. I administer the UVSS Child Care bursary and know that the need is huge. I frequently hear of students and staff whose children are on the wait list.	Sep 11, 2009 5:02 PM
194	Affordable childcare on-campus is very important to staff, students and faculty. As it stands right now, the only people who can afford to have their children in childcare at UVic are Faculty and Managers.	Sep 11, 2009 5:13 PM
195	clearly there are not enough positions available to support faculty and staff. Montreal gets it right, as does UBC....	Sep 11, 2009 5:23 PM
196	Flexibility of offices to accommodate different work hours (start and end) times is important to parents with kids in daycare/school.	Sep 11, 2009 5:28 PM
197	It will very helpful for young families on campus to get the spaces in the daycare center when needed.	Sep 11, 2009 6:05 PM
198	The cost of daycare is prohibitive for CUPE 951 members in low pay bands (8 or less).	Sep 11, 2009 6:13 PM
199	Waitlists are much too long - I opted not to waitlist my first child, and did not get a space in time for my second.	Sep 11, 2009 6:58 PM
200	I am fortunate to have my mother in town so she provides my childcare, but I do hear of others who are struggling to find care and/or get into UVic Childcare.	Sep 11, 2009 7:04 PM
201	I have no children that I know of	Sep 11, 2009 7:04 PM
202	As a manager I'd like to see more spaces for my staff.	Sep 11, 2009 7:09 PM
203	Providing adequate child care should be a priority at the University.	Sep 11, 2009 7:16 PM
204	I believe that having sufficient day care spaces are important in the workplace.	Sep 11, 2009 7:25 PM
205	Childcare at UVic has served my family's needs well, however, I am aware that this is not the case with all families. I am a strong supporter of getting more daycare spots on campus. It's comforting to know when you (or both parents) have to work full time that you child is being cared for in a great facility close by and you can focus on your job when at work thereby increasing overall job productivity. After work, family time is truly family time!!!	Sep 11, 2009 8:21 PM
206	Excellent childcare; just not enough spaces	Sep 11, 2009 8:32 PM
207	It looks like UVic really needs some more facilities and funding for daycare! If my nanny falls through one of these days, I might have to bring my son to the class I teach!	Sep 11, 2009 8:44 PM
208	As a department chair at another Canadian university (before I came to UVic), I saw the loss of a male prof with a CRC2 to the UCSD because, he said, the childcare situation at UCSD was excellent for profs. unlike at McGill (which had long waiting lists). Here in my UVic dept, we have a (male) Senior Instructor (SI) who brings his pre-schooler to work one day per week on a regular basis. We also have a female SI who sometimes brings a young child to work. We also have two staff members and two professors (one male, one female) who often bring young children to work. While we try to make the workplace flexible, friendly and accommodating, nevertheless the children can be distracting to their parents and the colleagues of their parents as well as students seeking advice/advising, etc. (I'm less aware of how often grad students bring children to work). From surveys done at the Faculty Asso. of the previous university, and from my experience here at UVic, there is a substantial need for occasional day-care use (e.g., for situations like two working parents, someone gets sick or travels to a conference, the other has to teach plus unexpectedly take care of a sick child). Accommodating the need for occasional day-care would be a tremendous stress reliever for parents of young children. Faculty parents are more than willing to pay and don't view this as a "benefit" issue, but rather stress/accommodation/infrastructure/accessibility issue. Day care is also a faculty recruiting issue that virtually all candidates (male and female) raise these days (at least, at the other university -- haven't recruited anyone at UVic so far).	Sep 11, 2009 11:10 PM

Response Text

209	When i was pregnant and looking into childcare, I was shocked at how low the number of admits is. I understand the care is top notch and with a school of child and youth care as part of our institution, I think that this needs to be used more.	Sep 12, 2009 4:18 PM
210	I don't currently have children, but from speaking to colleagues I know there is definitely a shortage of spots in UVic childcare.	Sep 13, 2009 3:41 AM

Childcare Needs at UVic

Has the fact that you have not been able to have your child in UVic daycare/out of school care required you to make compromises in:

		Response Percent	Response Count
The amount of time you can devote to your work		46.6%	162
Your productivity		33.0%	115
The quality of care you provide for your child/children		23.6%	82
The cost of care you provide for your child/children		21.0%	73
Not applicable (You never had a problem getting childcare)		41.1%	143
	Please comment		152
			answered question
			348
			skipped question
			256

Please comment

Please comment		
1	productivity and amount of time devoted to work have decreased because of the need to call/visit a lot of other daycares during business hours to find a spot.	Sep 4, 2009 1:55 PM
2	It just means I take work home. I do all my grading and class prep on weekends and during the evening.	Sep 4, 2009 3:43 PM
3	We don't have a car, and now I need to bike to 2 separate daycares to drop off kids.	Sep 4, 2009 3:44 PM
4	not at all, childcare has been integrated into the family home and work life.	Sep 4, 2009 3:54 PM
5	yes, on whether to have children at all	Sep 4, 2009 3:55 PM
6	I can't work longer hours i.e. modified work week or overtime if it was ever needed, due to the driving time required to pick my child up from after-school care.	Sep 4, 2009 3:58 PM
7	Not applicable: I decided at age 10 that motherhood is a trap designed to enslave women, and careful observation since that time has only strengthened this view.	Sep 4, 2009 3:59 PM
8	Not yet.	Sep 4, 2009 3:59 PM
9	no problem getting childcare, but only because my family is very supportive	Sep 4, 2009 4:00 PM
10	n/a	Sep 4, 2009 4:00 PM
11	As my spouse has medical issues (concussion, dizzy spells and much pain from car accident), I'm concerned about his having to care for our 14 month old full time. I would feel more comfortable having her in a registered daycare facility.	Sep 4, 2009 4:06 PM
12	Again, in the past, had to forfeit quality of accessibility.	Sep 4, 2009 4:06 PM
13	n/a	Sep 4, 2009 4:09 PM

Please comment		
14	It was just another inconvenience so I had to post it on the Work Wal and get a student to pick them up every day and stay with them until I get home.	Sep 4, 2009 4:12 PM
15	Under no circumstances will I compromise quality of care for my child. This means that when I do not have childcare, I simply don't work (or my husband doesn't), even though I am officially a full time employee. I did this for 3 months straight when I started working at UVic because there was no childcare available at UVic or elsewhere. My productivity also drops substantially when I am not comfortable with my childcare arrangements. This has been my largest source of stress over the past several years.	Sep 4, 2009 4:15 PM
16	While I was looking for daycare, I was spending many hours a week calling around to find my daughter a spot, hours that I should have been spending working.	Sep 4, 2009 4:21 PM
17	When our family needed childcare (approximately 8 years ago) we considered ourselves fortunate to get a spot at UVic's childcare facilities. Since both my partner and I work at UVic, we were thankful of the University was able to meet our needs!	Sep 4, 2009 4:22 PM
18	we do not have family in town; all our friends work and also have young children. When there is no daycare, my wife and I take turns babysitting and cannot work as many hours as we need.	Sep 4, 2009 4:25 PM
19	Until 3 days ago, my son was in a home daycare run by a single individual. When she was unable to provide care (for reasons of illness, etc) I often had no choice but to stay home with him. I also needed to leave work early from time to time to pick up my son because the hours of daycare were limited. And it was more expensive than UVic daycare.	Sep 4, 2009 4:26 PM
20	No Kids	Sep 4, 2009 4:26 PM
21	I really hope that UVic childcare will help so that the compromises I have to make do not affect things too much.	Sep 4, 2009 4:29 PM
22	n/a	Sep 4, 2009 4:29 PM
23	We were lucky to have access to a French-language daycare but otherwise it would have been very difficult. But even with the French-language daycare we had commuting issues.	Sep 4, 2009 4:33 PM
24	Aided by Lucille (Jack's predecessor), I found excellent child care and in the end got my one son into Uvic child care. feel that in the end my children were not compromised. However, I really regretted that I could not have both kids at Uvic from the start & throughout. (I also note that finding me child care was not Lucille's job at all!)	Sep 4, 2009 4:34 PM
25	My wife stays home rather than work (which she would if there was daycare available).	Sep 4, 2009 4:47 PM
26	Obviously, if I am doing childcare I am not doing research or preparing for teaching. Also, if I have anxiety about childcare, it is harder to focus, and if I am looking for alternatives, then that also takes away time from the work the University pays me to do.	Sep 4, 2009 4:49 PM
27	My potential ability to deal with upcoming custody battle. It would make a huge difference to me if I could say that my son would be in UVic daycare	Sep 4, 2009 4:53 PM
28	UVic Child Care was not available when my kids were young. (20 years ago)	Sep 4, 2009 4:53 PM
29	N/A	Sep 4, 2009 5:00 PM
30	Actually, not applicable as I do not currently have children.	Sep 4, 2009 5:19 PM
31	In the year before our daughter got into the UVic childcare, we hired a nanny who did not provide appropriate care. So we spent several months taking turns going to work. LJ	Sep 4, 2009 5:25 PM
32	It has also meant that my wife has been able to devote less time to her work; one of us had to, and she's the one bearing the cost.	Sep 4, 2009 5:26 PM
33	My husband and I tagteam parent, so there is always one parent at home approximately 98% of the time.	Sep 4, 2009 5:30 PM

Please comment

34	This summer my baby daughter was cared for by 3 (yes, three!!!) different people per week to make things work. We all know how important consistency in care is for infants.	Sep 4, 2009 5:33 PM
35	Definitely a stressor not knowing whether my daughter would get a spot at UVic daycare. It has now been confirmed that there are no spaces until early spring next year, which is too late for me.	Sep 4, 2009 5:38 PM
36	We pay a live in caregiver to look after our daughter. It would be more economical and convenient for me to be able to bring my daughter to work with me and put her in UVic daycare while I work. UVic daycare's hours are longer at a fixed price (they would cover my full days work). Our live in caregiver is excellent, but incurs overtime regularly as we need to count the time starting when I leave the house to when I return (and it is a 30 minute commute each way).	Sep 4, 2009 5:42 PM
37	maybe not the amount of time exactly - but when it happens (ie. sometimes i end up working later into the night to get them earlier in the day)	Sep 4, 2009 5:42 PM
38	NO LONGER APPLICABLE	Sep 4, 2009 5:44 PM
39	I could also spend more time with my children if UVic Childcare had had spaces for them.	Sep 4, 2009 5:46 PM
40	Our child bounces between both Grandparents and a Friend who cares for our daughter, as well as my wife and I when flex time permits.	Sep 4, 2009 5:50 PM
41	The cost of childcare greatly impacts my family and we have been refused subsidy benefits because we are \$200 above the regulations limit. In order to secure childcare for my second child, I had to use all of my accrued vacation time to extend my maternity leave while I waited on the waitlist for the Infant Centre. This has left me scrambling for time off during emergencies and working overtime to compensate. However, this is only a comment on the waitlists. I know how fortunate I was to get a spot for both of my children and the time I took was well spent. I would not have done it differently. UVic childcare is superior to any of the other care I researched in the city - group and family based.	Sep 4, 2009 5:53 PM
42	I had to wait a semester to get my children in (and realize that is NOTHING compared to now!) It resulted in much higher stress as I juggled with hand offs and transfers...some drama involved!! (I was in a psych class when I suddenly remembered my 5 year old son was waiting at a local elementary school - for 45 minutes!! I NEVER want a parent to have to experience that terror/guilt...(and he was fine in the end)	Sep 4, 2009 5:54 PM
43	i am on mat leave and will return to work when he is one yr. finding quality and affordable child care is very important for us, i plan to return full time.	Sep 4, 2009 6:01 PM
44	Arbutus Grove did not follow the UVic Calendar it followed the school calendar. Therefore there were many days (e.g. Pro-D days) when it was not available during the year when the university is open. This meant scrambling to find alternatives or staying home.	Sep 4, 2009 6:10 PM
45	it did in those 1st 3 years before we got him into UVic childcare; if the caregiver was sick there was no backup so I'd have to miss work; quality also not as good as UVic	Sep 4, 2009 6:14 PM
46	Convenient daycare or out-of-school care would be an enormous boon to those of us who need to conduct research in order to sustain our careers.	Sep 4, 2009 6:17 PM
47	N/A. No children	Sep 4, 2009 7:07 PM
48	There is no opportunity for overtime during the week. If I have to put in extra hour, I have had to do this on the weekends.	Sep 4, 2009 7:17 PM
49	I have worked part time since having children.	Sep 4, 2009 7:19 PM

Please comment		
50	I checked this box because it was the only one close. We were very close to having no adequate childcare solution for the 12-18mth old period of our daughter's life and had cobbled together a "solution" that would allow me (mother) to return to work part-time by hiring 5 students/friends to cover those hours of childcare requirements for 6 months.	Sep 4, 2009 7:32 PM
51	We had to hire a nanny, which cost an arm and a leg.	Sep 4, 2009 7:40 PM
52	My two children were on the waitlist for UVic childcare for 3 years (each) before securing a spot.	Sep 4, 2009 8:18 PM
53	NA	Sep 4, 2009 8:42 PM
54	We had to find childcare through unlicensed providers, and we spent our entire first year in Victoria searching and struggling with low-grade and part-time providers. The only benefit to not being with UVic childcare is the cost: it is prohibitively expensive on Asst Prof salaries, especially if you have more than one child.	Sep 4, 2009 9:08 PM
55	I spend more time driving to pick up at another daycare, so I have to leave work earlier than if I had care at U Vic	Sep 4, 2009 9:12 PM
56	When my child was of preschool age it would have been much more convenient to use UVic childcare. It would be important for the childcare to be as flexible as possible (part-time/ half-day and full-time child-care available)	Sep 4, 2009 9:18 PM
57	this happened for a period of 4 months when I was waiting for a space to be available at Uvic daycare before I got a spot after my maternity leave was over.	Sep 4, 2009 9:46 PM
58	We went through a nightmare of childcare disasters. There was one year we had a sequence of 13 nannies who quit or were fired for various reasons. That is extremely disruptive to work. The stability of UVic day care would have been greatly appreciated.	Sep 4, 2009 10:20 PM
59	It put me 4 years behind in all aspects of my career--professional development, publishing-- and caused immeasurable stress between myself and my husband. One of us had to be at home with our daughter for her first 6 years. Our incomes remained low, and we were both overwhelmed all the time. ALL the time. I started grad school pregnant and began teaching as a sessional after grad. Had I been able to drop my child off at UVic daycare, I would have been able to complete creative work that would have led to a regular faculty position much sooner. I was 47 when that finally happened. My daughter was 12.	Sep 4, 2009 10:20 PM
60	None of the above, but it caused considerable stress during maternity leave knowing I would probably not get my daughter in and spending a lot of time and energy on looking at alternatives.	Sep 4, 2009 10:21 PM
61	Although both children are currently in UVic childcare, I returned to work after both Parental Leaves before they were in UVic childcare. During these periods, I undertook more daytime childcare than I currently do and thus had less daytime hours to devote to work. (I worked evenings after children were sleeping and weekends during naptimes.)	Sep 4, 2009 10:40 PM
62	I end up doing work that I would normally do between 3 and 5 when my children are in bed (between 9:30 pm and midnight or later). This means that I am perpetually exhausted.	Sep 4, 2009 10:44 PM
63	I was very lucky to find a home-based day care for both of my children that did not get into UVic daycare.	Sep 4, 2009 10:55 PM
64	Lose time with commuting to other child care places	Sep 4, 2009 11:10 PM
65	N/A - no kids	Sep 4, 2009 11:13 PM
66	A burden on family members	Sep 4, 2009 11:24 PM
67	This was a big issue for me before my daughter could access the UVic childcare - particularly the last six months before she could get in (she was on the waitlist over two years)	Sep 4, 2009 11:38 PM
68	my children were too old to go to daycare by the time I came to Uvic	Sep 4, 2009 11:44 PM

Please comment

69	day care was a nightmare, particularly with inconsiderate faculty colleagues who didn't seem to give a rip about kids (or anything else concerning a temporary faculty member, for that matter). Hmm, didn't realize I was still angry about this -- more than 10 years later!	Sep 5, 2009 12:35 AM
70	My life would have been SO much easier had our daughter been able to get a spot in UVIC daycare. It was very challenging finding childcare.	Sep 5, 2009 1:38 AM
71	Actually we were lucky--we were able to get the care when we needed it. If our situation changes, however, I'm sure this would be a major issue.	Sep 5, 2009 2:24 AM
72	N/A	Sep 5, 2009 2:36 AM
73	had to change my contract with uvic from full time to part time.	Sep 5, 2009 3:19 AM
74	I did my work late at night, after my son was asleep.	Sep 5, 2009 3:51 AM
75	while on the waitlist, my children attended other child care situations which I found less desirable (unqualified care givers, inappropriate space, etc)	Sep 5, 2009 6:39 AM
76	Although we do have care (a licensed family daycare) now, when my first baby was born I was working as a sessional, went back to work when he was 4 months old, and had to employ a nanny for several months: very expensive and not as socialising as a group daycare. Of course, with work and a baby I was only sleeping a couple of hours per day.	Sep 5, 2009 7:12 AM
77	Without adequate care it is extremely difficult to balance work and life adequately. I am currently on sabbatical in another country and was able to find full time care and affordable very easily but I still have no care for when I return to work. This is a real stressor for me and my family	Sep 5, 2009 8:23 AM
78	Basically, it is a struggle.	Sep 5, 2009 2:50 PM
79	Because the daycare is a 30-40 minutes commute away from UVic, with restrictive hours, I can only work between 9 and 4 each day. This has lead to a significant loss in productivity when compared to my 7 to 6 work schedule before having a child.	Sep 5, 2009 3:27 PM
80	none of these responses reflect my situation, since I was not at UVic when my sons were younger. However, I have answered the questions anyway, since daycare concerns DID cause problems for me earlier in my career.	Sep 5, 2009 5:14 PM
81	Once my children were older, I would like to have been able to take advantage of after school care.	Sep 5, 2009 7:56 PM
82	all of these will apply to me when I return to work after my parental leave, as we are on the wait list but will not be able to get a space when I return to work	Sep 6, 2009 12:37 AM
83	We have applied for university daycare for both of our children. For our eldest child we were left not knowing whether we would get into the University daycare until the last moment. We had been assured that the chances were good (by the receptionist), but then inexplicably found his name going down rather than up the waiting list. As a result we had only the option of hiring a nanny to care for our son. Aside from the very considerable expense, the nanny was only able to work limited hours and, for most weeks, only four days-a-week. I expect you can imagine that this created a major problem for my work as meetings, lectures, and seminars could not be scheduled after about 3.30 when I had to leave to be back by 4pm (when our nanny stopped work).	Sep 6, 2009 2:09 AM
84	When I came to Victoria I was surprised by the shortage of child care.	Sep 6, 2009 1:32 PM
85	it has also influenced our decision to not have another child.	Sep 6, 2009 7:03 PM
86	Not having enough space at Uvics childcare has compromised our situation.	Sep 6, 2009 11:51 PM
87	I think that having to drive back from UVIC early each day to pick up kids in Sidney and arrive late because of drop off times has left me working less time at UVIC and more hours into late evening and early hours of the morning at home.	Sep 7, 2009 3:20 PM

Please comment		
88	Daycare for second child is noisy and he doesn't sleep there in the afternoons. I usually pick him up at 1 and take him home. As long as he continues to have 3 hour naps (and as long as I don't teach in the afternoons), I can work at home while he sleeps. But I am not able to put in an eight-hour day and I am missing meetings. I make sure that I put in the rest of the hours at night after the children are asleep, but I tend not to be as productive at night. Of greater concern to me is that the second child is not getting the quality of care that I'd like him to have (i.e., the quality that my first child is getting at U.Vic.).	Sep 7, 2009 8:57 PM
89	My wife reduced her small business involvement to almost nothing.	Sep 8, 2009 4:14 PM
90	I am on the waiting list for UVic daycare, hoping very much I won't have to face the issues above if we don't get in.	Sep 8, 2009 4:36 PM
91	People in our department typically work long hours, but I can only work while my son is in daycare because my husband could not find a job in Victoria in the 4 years that I have been here and still works in Vancouver and comes home only over the weekend. Also, because I could not find daycare close to UVic, I had several nannies none of whom I was very happy with. However, I had to hire each of them at the time because I had no alternative if I wanted to not give up my job.	Sep 8, 2009 4:55 PM
92	Having someone else care for your child is stressful. So is having to travel to and from the childcare location when it's quite a bit out of the way... all of this impacts one's productivity, time at work, general stress levels...	Sep 8, 2009 5:17 PM
93	I worried about my children and had to run from work to my child care to drive them to school for 1/2 day kindergarten and drive them back to child care after school. Any time they were sick or there was no school I had to worry how to look after them.	Sep 8, 2009 5:41 PM
94	No compromises, just had to slightly adjust work hours.	Sep 8, 2009 6:52 PM
95	We had to spend a lot of time trying to secure daycare and we also had to spend a lot of money to secure a position outside of UVic even while my husband was not working (and could look after our child) which was very stressful and impacted on our family budget, adding to work pressure	Sep 8, 2009 7:35 PM
96	I have to drive to campus. I used to take the bus. My childcare provider lives far away.	Sep 8, 2009 8:17 PM
97	My son was in a family licensed day care, but he may have not received the optimal intellectual or social environment that he might have received with more professional caregivers.	Sep 8, 2009 8:52 PM
98	It impacts the focus on work, there is a greater requirement for flexibility to attend to child needs in the midst of normal work life etc.	Sep 8, 2009 9:21 PM
99	The round trip (home <-> daycare 1 <-> daycare 2 <-> work) takes an hour, so I have about 1.5 hours less than I would otherwise have to work.	Sep 8, 2009 9:38 PM
100	Had to request a modified work day when I first started working here because I had no after-school care for our two children.	Sep 8, 2009 9:45 PM
101	Getting daycare in this town was HELL - I've had it full time for less than a year and my kids are 3 and 5	Sep 9, 2009 3:29 AM
102	Not having reliable childcare except when classes are in session severely limits my productivity. I would very much appreciate part time childcare.	Sep 9, 2009 4:01 AM
103	just arrived	Sep 9, 2009 3:58 PM
104	Speculating here or course, as I have no children	Sep 9, 2009 5:19 PM
105	My son is just weeks old right now. However, given the wait list, I expect that inadequate UVic daycare will significant compromise my productivity and time available for work.	Sep 9, 2009 6:42 PM
106	N/A because I do not have children yet.	Sep 10, 2009 9:28 PM
107	I'm not the primary caregiver - but my wife is a sessional instructor and could have worked more had the daycare been available.	Sep 10, 2009 9:32 PM

Please comment		
108	An on campus daycare for all faculty who need it should be a basic parameter of our employment	Sep 10, 2009 9:38 PM
109	I was a grad student when my children needed daycare. Having them at the UVic daycare would have made life so much easier.	Sep 10, 2009 9:46 PM
110	During my first year, and most of my second year at UVIC, my husband stayed home with our children, due to the shortage of childcare spaces not only at UVIC, but anywhere in the city, and lack of spousal employment opportunities. Both issues have made our transition to Victoria somewhat challenging.	Sep 10, 2009 9:48 PM
111	Our daughter was in UVic daycare and then out of school care for 6 years, and it greatly helped us with juggling work/childcare responsibilities.	Sep 10, 2009 9:50 PM
112	if my children were able to "come to work with me" ie. be at UVic daycare it would not be such a struggle to "get away" to come to the office to get things done. the number of hours i am able to spend at the university each week is lessened by childcare responsibilities away from here. ie. in my neighbourhood/pick-up times, etc	Sep 10, 2009 10:06 PM
113	My wife is still on Maternity Leave.	Sep 10, 2009 10:16 PM
114	this question strikes to the heart of the issue for me. childcare is a real challenge and having more accessible services at uvic would really help	Sep 10, 2009 10:21 PM
115	-ready access to uvic childcare would reduce travel time (to and from childcare) -cost/hr is higher than a subsidy through UVic would be. As mentioned above, UVic's cost/hr would be best if there were a degree of flexibility (perhaps 2 or 3 tiers) in the hours of weekly childcare provided.	Sep 10, 2009 10:29 PM
116	When I first arrived at UVic, I had to accept substandard care for my daughter. When that situation - a family daycare that I was unhappy with - became problematic, I took quite a bit of time off from work to resolve the issue and find a better situation. It was tremendously stressful - I was guilt-ridden and it occupied my mind even when I was at my desk. A spot at UVic daycare would have allowed me to begin my position with confidence and devote all of my time 8-5 to my job.	Sep 10, 2009 10:48 PM
117	longer pick-up commute	Sep 10, 2009 10:49 PM
118	no assistance was available so I chose to stay home	Sep 10, 2009 10:57 PM
119	I am currently sessional (and have been for 16+ years) precisely because I had my daughter when I was writing my dissertation. I opted to focus on her for her school years, and so only worked sessionally as there really was no university care available. Sadly I am now relegated to earning less than \$6000 per class (and teach about 5 a year) while my husband earns nearly \$170,000/year as a professor. He is horribly over-paid; I am ridiculously under-paid. I have zero job security. And, my educational background and experiences are excellent. I am a "scarlet letter sessional," because I was a mother first. Had there been good, on-campus daycare and school available, our daughter would have loved it - and she would not have been the only one to reap the rewards. Really quite sad.	Sep 10, 2009 11:04 PM
120	My spouse is taking care of my two children (1 month and 2 years)	Sep 10, 2009 11:06 PM
121	For many years when my son was in elementary and middle school I chose to work only .75 FTE in order to take him to school and pick him up at school. It was a definite compromise regarding my availability for work. I don't think I could have afforded out-of-school care.	Sep 10, 2009 11:32 PM
122	Sure did. My wife contracted a serious illness and I had to hire a nanny. Somewhat ironically, it was my most productive year. How does that happen?	Sep 11, 2009 12:29 AM
123	Its hard to judge; I have been exceptionally fortunate to have other alternatives.	Sep 11, 2009 12:36 AM
124	though I did not have problem getting childcare when my kids were younger I can appreciate how difficult it is now.. I feel thankful that I don't have this challenge and believe that parents really need to be supported to be students and employees at uvic.	Sep 11, 2009 2:24 AM
125	If we could use UVic daycare then my wife could continue her working career and I could spend more time at work.	Sep 11, 2009 2:31 AM

Please comment		
126	N/A	Sep 11, 2009 2:46 AM
127	Finding quality daycare is difficult. I was lucky in that I found wonderful caregivers, but it was not easy and often very expensive. If I had had the opportunity to know that my children were on campus, in a very high quality daycare, I would have been able to devote a great deal more time to my work.	Sep 11, 2009 3:43 AM
128	I had two children, only one of whom got into UVic. So i was required to find care of lesser quality for the second child, and to do pick up/drop off at two different locations (one quite a drive away). It was a nightmare for me.	Sep 11, 2009 4:56 AM
129	I have no children.	Sep 11, 2009 5:12 AM
130	In Victoria is VERY difficult to find a spot in an afterschool program which makes it very hard for women to have enough time to do research!!!	Sep 11, 2009 5:51 AM
131	BOth my children were able to get into UVic childcare and we were very happy with the Facility and care that was provided. The wording of this questionnaire consistently assumes the worst.	Sep 11, 2009 5:55 AM
132	We often hired students to take care of our kids. They were able to drive our kids to lessons. Usually it worked out well. With two kids, it was cheaper than two daycare slots. But there were times when we scrambled to get care or did it ourselves.	Sep 11, 2009 3:35 PM
133	I was able to juggle scheduling with my Husband when our child was younger -- it was HELL on our relationship but we managed.	Sep 11, 2009 4:57 PM
134	We can't afford daycare and therefore don't have kids (in other words, it has strongly affected our decision)	Sep 11, 2009 4:58 PM
135	Do not have children	Sep 11, 2009 5:02 PM
136	To avoid any out of school care costs, my friends and I swap babysitting to help each other out. It's just too costly otherwise.	Sep 11, 2009 5:06 PM
137	None of the above.	Sep 11, 2009 6:00 PM
138	It may not be me, but my spouse, at least one adult from the family needs to contribute...	Sep 11, 2009 6:05 PM
139	Not being able to afford UVic child care / space available has resulted in my husband working part time/ nights to care for our youngest child until she is of school age.	Sep 11, 2009 6:09 PM
140	n/a	Sep 11, 2009 6:24 PM
141	not applicable, no dependent children	Sep 11, 2009 6:37 PM
142	Child care close to work is ideal.	Sep 11, 2009 6:49 PM
143	My wife cant work and we have to survive on 1 person's income due to this.	Sep 11, 2009 6:49 PM
144	days that daycare is unavailable such as the week at the end of summer or cleaning days, mean that I use holiday days to cover those periods	Sep 11, 2009 6:55 PM
145	I decided to apply for a job in which I work only during elementary school hours to eliminate the need for out of school care	Sep 11, 2009 7:21 PM
146	I have heard the problems - long waits, etc, - with getting childcare and am trying to be pro-active and plan childcare appropriately.	Sep 11, 2009 7:26 PM
147	I have been fortunate enough to have 2 in UVic care	Sep 11, 2009 8:32 PM
148	Because the cost is so high now for full-time in home care, I have had to reduce my hours.	Sep 11, 2009 8:44 PM
149	na	Sep 11, 2009 8:49 PM
150	no kids	Sep 11, 2009 9:09 PM
151	no	Sep 11, 2009 9:32 PM
152	N/A	Sep 11, 2009 11:10 PM

Morag MacNeil

From: Lynne Marks [lmarks@uvic.ca]
Sent: Monday, September 14, 2009 10:31 AM
: Julia Eastman
Subject: letters re childcare
Attachments: childcare.letters.docx

Dear Julia:

I have attached anonymous letters from nine faculty members, from among the many which were sent to Dr. Turpin and Mr. Protti. I was hoping they could be sent to the members of the Board of Governors for discussion at the next meeting.

Thanks very much,

Lynne

Lynne Marks, for the UVic Childcare Action Group

Some anonymous letters re childcare at UVic, written by faculty members to the Chair of the Board of Governors.

Letter 1

Since my appointment at UVic, the issue of childcare has been the single most stressful, time-consuming, and disruptive problem that my family and I have faced. Although I placed our first child on the UVic childcare waiting list shortly after our arrival to Victoria, we were informed that we had little hope of getting in. We received similar responses from a number of other daycare centres around the city. As a result, by the second semester of my appointment, when my spouse went back to work part time, I took over half of the childcare duties. This essentially cut my professional time in half. While able to keep up with my courses, I had to miss several department meetings and had no time for research.

Eventually, this schedule became unsustainable, and we were forced to enroll our child in a daycare with which we were not comfortable. Over the following seven months, as our child became increasingly despondent and began to vocalize troubling complaints, we became suspicious of some form of physical or emotional abuse at the daycare. These concerns led us not only to withdraw our child but also to initiate a police investigation that resulted in the departure of the daycare centre's director. Needless to say, the time, stress, and emotional energy devoted to this search for adequate (and safe) childcare has detracted substantially from my productivity at UVic, as well as from my spouse's professional development.

We now face a similar dilemma with our second child. With few options for infant care, either my spouse or I may have to take a leave of absence until we are able to find a suitable provider.

Letter 2

I am a regular untenured (but tenure track) faculty member. I put my daughter on the waitlist at UVic the day after she was born (I was still in the hospital). This is the earliest they accept applications. I have been in contact with the UVic daycare somewhat regularly since then, but I have not been offered a spot. My daughter is now two years old. I spent most of my mat leave worried about getting a daycare spot for her anywhere. There are very few daycare spots for children under 2.5 years anywhere in Victoria. If I had another child I would take a longer mat leave (costing the university money for my replacement), so that I would have more time to find day care. I was very lucky and found a spot for my daughter as my mat leave ended but it only accepted babies until they are 20 months. I had one year to find another daycare. I spent many many hours of my first year back at work trying to find her another daycare. This requires calling many daycares (during working hours), going for visits of the day cares (during working hours), re-calling daycares (during working hours) etc. I finally found one at the last minute, so last minute that I had to pay for the old AND new daycare for one month (costing \$2000) in order to guarantee my spot. The new daycare only accepts children until they are 3 years old, so this coming year I will be looking for daycare again. If my daughter had been accepted at the UVic daycare I could be focusing on my work and not where to put my daughter next and figuring out how I'll manage if I don't find anything. I have heard nothing but excellent things about the UVic daycare but I know of almost no faculty or staff whose children have gotten in. This combined with unaffordable housing in Victoria has led me to question many times my decision to come to UVic.

Letter 3

My situation is that we have a 8 month old and we put her on the waiting list at birth. Since then, we have gone from 27 on the waiting list to 12. Based on this, I believe that we will eventually have a position after about 1.5 years, but we have also been actively searching for alternatives for the interim (and if we are not able to secure a position). We have not felt comfortable with most of the other options available, and the better options are oversubscribed or extremely costly. Consequently, I anticipate to be providing about 2 days of care a week myself (shared with my spouse) until we have a position in the UVic system. No doubt, this will negatively impact my productivity.

I understand that you are hoping to make a strong case to the higher administration. Fortunately, it is my impression that the administration has been responsive to the needs of the faculty in the past when their voice has been unified, and I have been impressed with their efforts (considering budgetary constraints, of course) so far on issues of salary and housing subsidies. I also understand that the daycare is a difficult issue because of the challenge of staffing the facilities with qualified personnel. Nevertheless, this is an important issue for faculty who are wanting to make Victoria their permanent home, so I hope that UVic will see this as a top priority and address the needs within the very short term.

Letter 4

I have two delightful, intelligent sons, G., born January 2007, and A., born October 2008. It rips my heart apart that A. – a sweet, trusting, smiling child who still naps three times a day and needs a lot of quiet time, cuddles, and long stretches of sleep – is going into an in-home daycare with six other children and one caregiver in August; there is no sleep room and I am very worried that he'll come home exhausted and overstimulated. G. is lucky enough to have spent the second year of his life with a nanny (a personal friend who generously offered to come into our home when G. didn't get into UVic right away). I wish we could give comparable care to A. So why am I putting A. into a daycare? Well, G. had been on the waiting list for UVic childcare for **28.5 months** when we got the call in June that there was a space for him in Centre Three in August. There is, however, no space for A. in Centre One's wonderful infant program with its three-to-one caregiver to child ratio.

My husband and I were therefore faced with a dilemma: (1) decline G. spot at U.Vic. and keep both boys at home with a nanny so that A. could benefit from another year in his home environment, as G. did; or (2) accept G. spot and then scramble to find something suitable for A. At the end of the day, we decided that we'd be crazy not to take the spot at UVic for G. after waiting so long. We are so relieved that G. is finally in good group care. From our perspective, it offers both the best of what a nanny can offer and the best of what institutional care can offer (reliability that is simply not possible with a single caregiver). Because our financial situation does not allow us to pay for daycare for G. and a nanny for A. we have had to find a daycare for A. So here we are: our older son, who is probably more capable of handling the rough-and-tumble of six other children, is going to enjoy both proximity to me on campus and the four:one caregiver ratio of Centre Three. My infant son, who is still nursing, is far from campus *and* is competing with six other children for attention from his caregiver. (I should emphasise that A. daycare is a *good* daycare by community standards, and we waited 34 months for that spot to come available; A. is taking a spot for which G. was waitlisted before he was born!). However, A. really needs the kind of care UVic offers. When UVic

puts resources into the Childcare Centre, I sincerely hope that it will be directed at infant care. It will be too late for my family, of course, but I hope that future faculty members and students won't have to live with the anxiety and guilt that I do.

So what does the current situation mean for my family? We'll be getting up at 6 a.m. to get ourselves and the children ready. My husband will drop off A. at his daycare at 7:45. I'll drop off G. at UVic at 8:00 and then head to my office. At 11:30, I'll have to leave campus, drive to A.'s daycare in Saanich, and nurse him. Then I'll either return to campus or work at home until it's time to pick up A.'s at 4:30. I don't yet know what will happen on the one day I have to teach through the lunch hour. My husband will pick up G. most days unless he has to work overtime, in which case I'll have to bundle A. into the car and drive back to UVic to pick up G. I'll be logging my working hours to make sure that I make up lost "travel time" in the evenings after the children have gone to sleep.

Are you dizzy yet? I am ... every day. I know that almost every family in Victoria goes through similar gyrations. Most parents aren't trying to maintain a research program, however. **What really bothers me is that the anxiety and complexity of finding, financing, and maintaining a good childcare arrangement uses exactly the part of my brain that applies itself to research problems.** Instead of thinking about the next paragraph of my current writing project while I'm washing the dishes, I'm worrying about the logistics of simply getting to my desk. And once I'm at my desk, the total inadequacy of A.'s situation niggles away at the back of my mind. I never worry about G., who had his nanny and now has UVic's Centre Three to look forward to.

Letter 5

"I have one five-year old daughter who has benefited enormously from the UVic daycare system. I now have a newborn son at home, for whom we'll be needing daycare in the spring of 2010. I am very concerned that when my wife returns to work we will not have sufficient daycare, and that I will have to forego my research agenda to stay home with him. I have seen several colleagues just within my department go through incredibly difficult situations, and fear that something similar lies ahead for me. When I look at the differential between daycare provision at UBC and SFU, and note the departure of UVic scientist Dr. Meissner over daycare provision, I have to admit that I wonder whether I should not also be on the job market if UVic is unable to help meet a basic condition that allows me to work at the highest possible level."

Letter 6

"Two weeks before my job interview for a UVic faculty position in 2005, I placed my then 18-month old son on the UVic childcare waitlist. I then delayed my start date for 9 months to ensure I would have childcare. However, my son was not offered a place at UVic until he entered Kindergarten in Fall 2008. Finding care in the community was also difficult. For the first 4 months of my position at UVic, I had no childcare whatsoever. During this period, I worked at most 50% time and with at best 30% productivity due to the stress of managing work and childcare. I faced similar challenges again for two months in Fall 2008 when I was unable to find after-school care. [...] If I have a second child, I will need to consider whether it is worth moving somewhere else, where reasonably priced childcare is available."

Letter 7

“When I was offered a tenure-track position at UVic, I was also assured that UVic had excellent child care provided on-site. My wife and I quickly filled out the child care application and sent it in, excited that we’d have such wonderful child care for our then 3-month-old daughter. She begins kindergarten in the fall; she was never granted a space at UVic, despite semi-regular calls and emails. We placed our 2nd daughter on the wait-list the day after she was born. She’s 2 now — still no spot for her. In the meantime, child care has been a source of stress, as we, along with many families we know, have moved between family daycares, babysitters, and nannies in an attempt to find a solution that works for our family.”

Letter 8

“The limited number of daycare spaces, and more particularly the lack of part-time space, has created significant stress for my family. My partner has been unable to work outside the home. The challenges were made more acute by the fact that like many new faculty, we did not have any family support or a significant social support network to draw on for assistance. We seriously considered leaving Victoria because of the childcare challenges.”

Letter 9

I’m writing to request the university administration to provide more needed childcare spaces on campus.

I should state that I did not experience much difficulty in sending my own son into Center 2, 4, and 5 of the University daycare between 2004-2008. However, as our university has hired more and more young faculty members with children, it has become increasingly difficult for them to find any space within the university’s daycare system. Personally, I know at least two faculty members of Chinese origin who could not find childcare spaces on campus. Thus, they had to bring their old parents from China to Victoria, look for private daycares or even take leaves from jobs for caring their children. One of the two faculty members had registered in the university daycare center just after his wife was pregnant, but his two-year-old son is still on the long waiting list at present.

The lack of childcare space has undoubtedly affected the academic performance of such faculty members. From the perspective of economics, it would make more sense for the university to provide more childcare spaces rather than let its faculty members waste their time on such family chore. Thus, I strongly support the call of the UVic Childcare Action Group for more childcare spaces on campus.

Thank you for your time and consideration.

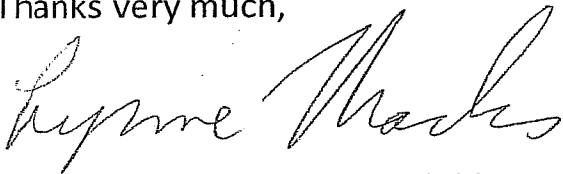
September 14, 2009

Julia Eastman, University Secretary
University of Victoria

Dear Julia:

Attached please find a petition signed by 168
UVic students and staff regarding the need for more
childcare spaces on campus. I hope that this petition
can be presented to the Board of Governors at their
next meeting.

Thanks very much,

A handwritten signature in cursive script, appearing to read "Lynne Marks".

Lynne Marks, for the UVic Childcare Action Group

