



Clemson University Child Care Survey

Fall, 2012

**Survey conducted on behalf of the Clemson University
Women's Commission by the Office for Institutional
Effectiveness and Assessment**

1. What is your current position?

#	Answer	Response	%
1	Faculty	366	32%
2	Staff	535	47%
3	Graduate Student	222	20%
4	Other	10	1%
	Total	1,133	100%

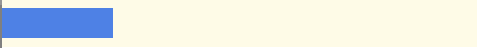

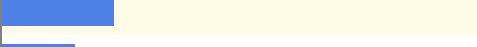

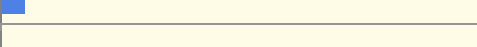
Statistic	Value
Min Value	1
Max Value	4
Mean	1.89
Variance	0.54
Standard Deviation	0.74
Total Responses	1,133

2. Is your spouse/partner employed by Clemson University?

#	Answer	Response	%
1	Yes	243	21%
2	No	760	67%
3	Not Applicable	131	12%
	Total	1,134	100%


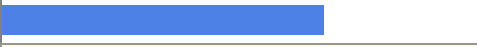
Statistic	Value
Min Value	1
Max Value	3
Mean	1.90
Variance	0.32
Standard Deviation	0.57
Total Responses	1,134

3. What is your age group?

#	Answer		Response	%
1	20-30		265	23%
2	31-40		373	33%
3	41-50		267	24%
4	51-60		174	15%
5	Over 60		55	5%
	Total		1,134	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	2.45
Variance	1.31
Standard Deviation	1.15
Total Responses	1,134

4. Gender

#	Answer		Response	%
1	Male		368	33%
2	Female		763	67%
	Total		1,131	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.67
Variance	0.22
Standard Deviation	0.47
Total Responses	1,131

5. What is your current situation regarding child care? (If you choose "I DO NOT" you will be jumped to the last question.)

#	Answer		Response	%
1	I have had child care needs in the past		211	19%
2	I have current child care needs		346	30%
3	I anticipate that I will have child care needs in the future		236	21%
4	I DO NOT anticipate that I will have child care needs in the future		342	30%
	Total		1,135	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	2.62
Variance	1.21
Standard Deviation	1.10
Total Responses	1,135

6. Income

#	Answer		Response	%
1	Less than \$10,000		17	2%
2	\$10,001-\$30,000		100	14%
3	\$30,001-\$50,000		219	30%
4	\$50,001-\$70,000		145	20%
5	\$70,001-\$90,000		104	14%
6	Over \$90,001		139	19%
	Total		724	100%

Statistic	Value
Min Value	1
Max Value	6
Mean	3.88
Variance	1.97
Standard Deviation	1.40
Total Responses	724

7. How many miles do you live from Campus?

#	Answer		Response	%
1	0-5 miles		261	36%
2	6-10 miles		160	22%
3	11-25 miles		186	25%
4	26 miles and over		128	17%
	Total		735	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	2.25
Variance	1.25
Standard Deviation	1.12
Total Responses	735

8. How important do you think it is for Clemson University to have a child care center?

#	Answer	Response	%
1	Very important	630	86%
2	Somewhat important	83	11%
3	Not important	18	2%
	Total	731	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	1.16
Variance	0.19
Standard Deviation	0.43
Total Responses	731

9. To what degree do you think child care effects work productivity of the parent?

#	Answer	Response	%
1	Little or no effect	9	1%
2	Some effect	101	14%
3	Considerable effect	622	85%
	Total	732	100%

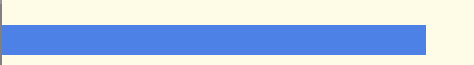

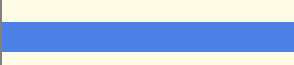




Statistic	Value
Min Value	1
Max Value	3
Mean	2.84
Variance	0.16
Standard Deviation	0.40
Total Responses	732

10. Do you plan to have children in the next 5 years?

#	Answer	Response	%
1	Yes	308	42%
2	Maybe	138	19%
3	No	287	39%
	Total	733	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	1.97
Variance	0.81
Standard Deviation	0.90
Total Responses	733

11. What type(s) of program(s) are you, or would you have been, most interested in? Please select all that apply.

#	Answer		Response	%
1	All day program		645	89%
2	Half day program		298	41%
3	Infant care all day		457	63%
4	Infant care half day		210	29%
5	Sick care		333	46%
6	Children with special needs		143	20%
7	Other		93	13%

Statistic	Value
Min Value	1
Max Value	7
Total Responses	725

12. If you answered "Other" above please describe the program:

Text Response

After school care ...

after school care

After-school only program might be helpful

Subsidized: As a faculty member, child care is critical for my ability to retain graduate students and we don't offer this

After school care and evening / weekend for work event coverage

Some people may be interested in after school care for elementary school age children.

School age children but not yet old enough to stay home alone or be totally unsupervised.

Preschool

none

After school program; during school holidays, teacher work days-- other times the school maybe closed (snow days, for example).

Evening care as sometimes we have evening events/classes.

All of those options would have been tremendously helpful to my three small children. I long for a SECULAR and yet highly vetted university program.

uncertain since I have never been in this situation

After School program AND Summer camp program that was missing this past summer.

Program for school age kids -- for during days off of school that are not Clemson University holidays

Q

Summer program

Child care when local public schools were on break at times different from Clemson University

"extracurricular" activities for children or Saturday events; afternoon, evening programs either with or without parental supervision, depending on age.

After school program and summertime child care and football game child care for employees who have to work the game before the game starts and after it ends.

Summer child care

SUMMER PROGRAMS FOR ELEMENTARY SCHOOL CHILDREN.

I would like to see extended hours(~7-8pm) for those who have later work hours.

Pre-K program for children 3-5 years of age

Summer care for school-age children

After school program

needs to be available early, I have to be clocked in at CUFD by 645am

Child care on days that public schools are off but we have classes (e.g., Labor Day, Veterans Day, etc.)
After school program
Children care during the weekend on-call (with extra fee)
Preschool/Accredited Program.
As needed - two days a week four or five hrs or maybe just two hours one day this week and three days next week
After School Care
e.g. 3 days a week program, 2 days a week program
after school care
Summer programs for school age children
After School Care
after school child care
Some form of evening care or babysitter referrals.
Afterschool care program for elementary/middle school aged children where they can have a homework center and tutoring when necessary and also structured time with sports to expel energy that has been built up throughout the workday.
Occasional care: a week here or there
summer camp that is affordable for staff...not like the one at Fike that is outrageously expensive. I pay \$80/week in Anderson
senior care for aging parents and adults with disabilities
Child care for evenings when attending University functions
summer program
after school
summer care for school aged children
After school pick-up and care
Full day Summer camps, as well as mini full day camps for school holidays, for elementary school aged kids.
An after school program which also provides service on school system holidays and during the summer.
Programs for school holidays, teacher workdays, and summer for school-age children.
Child care for school aged kids who are out of school for teacher in service, holidays, etc. when the University is not closed.
School Holiday Care, Summer Camps
I do not need child care anymore
Whole day care when the Oconee County School District closes schools (such as for Teacher In-Service days, the day before Thanksgiving, etc.)
preschool and after school care for elementary age kids

My kids are at the upper age (currently 11 and 9) but I may be interested in a summer camp-style program. But I thought the Fike program in the past was very expensive.

After school care

after school program

evening times since we have "student" moms/dads

after 4:30 but picked up before 6:00, summer hours for FT staff

Clemson, while not a university designed to train educators, would help the entire community by providing a premier child care center. This would enable other centers the chance to learn more, plus use the center as a way to LINK young education to ECONOMIC development which is essential for S.C.'s wealth-generation and growth! Be the LEADER, not a FOLLOWER

Summer - day camp

STUDENTS need this service as well, many students need "drop in" daycare so they can attend class and/or Tutoring, SI, etc.

more options for summer camps for children in elementary school - 12 years old

After school program for older elementary and middle school students. This could include homework help, activities to engage children with a focus on science, math or arts.

Evening care on hourly rate

Evening care programs. Many classes are offered in the evening, and babysitting or nannies are cost prohibitive.

Nursing rooms

My children are ages 5 & 6. I am taking the EDL cohort from 5-7:45 on two nights a week. It would be helpful if I could bring them to Clemson with me and then us all go home at the same time. Right now childcare is not an issue. But, it could be in the future. Knowing there was a convenient alternative would be helpful.

Clemson at the Falls, Greenville, SC Campus -- after hours child care for Part Time evening students.

an extended program late at night. For example the police departments shift run 7am-7pm and 7pm-7am

All day during the summer and after school during school months. I have a six year old in first grade now.

by the hour

After school care school bus drop off center

After school care

Care during public school holidays/half days

After school program

After school or care during evening classes

after-school

After school type program for kids 8 and older.

After school care for grade and middle school kids. Also many after school programs have pick

up services where they will pick children up from school. This would be a really nice service to offer so parent's don't have to leave work, go pick up kids at school, drop them off at after school, and then come back to work.

playgroup program - where parents/family can volunteer and help out sometimes

Summer care programs

after school

after-school

After school care.

It would be great if Clemson could offer after school or tutoring for school aged children.

as needed, to reflect school schedule

A place where I can keep my child while I am working - and can visit my child during breaks.

During class times

after school

after school

after school and all day summer

With many graduate programs in the evening, alternative hour programs are important.

Summer/after school care

since many faculty teach nights and weekends, we need childcare then.

after school care

After school programs also

Statistic	Value
Total Responses	99

13. Approximately how many days per year were you absent from work/class in the last year because of child care arrangements?

#	Answer	Response	%
1	0-2	167	34%
2	3-5	245	50%
3	11 or more	75	15%
	Total	487	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	1.81
Variance	0.46
Standard Deviation	0.68
Total Responses	487

14. Please rate the importance to you of the following factors in choosing child care:

#	Question	Very important	Somewhat important	Not important		Mean
1	Location	540	174	8	722	1.26
2	Curriculum	477	225	15	717	1.36
3	Supervision	677	46	1	724	1.07
4	Cost	436	264	26	726	1.44
5	Staff-to-child ratio	521	195	9	725	1.29
6	Warmth of staff	603	115	7	725	1.18
7	Diversity of staff	193	290	238	721	2.06
8	School philosophy	363	306	52	721	1.57
9	Needs of the child	585	131	7	723	1.20
10	Availability of child care for children with special needs	194	216	71	481	1.74

Statistic	Location	Curriculum	Supervision	Cost	Staff-to-child ratio	Warmth of staff	Diversity of staff	School philosophy	Needs of the child	Availability of child care for children with special needs
Min Value	1	1	1	1	1	1	1	1	1	1
Max Value	3	3	3	3	3	3	3	3	3	3
Mean	1.26	1.36	1.07	1.44	1.29	1.18	2.06	1.57	1.20	1.74
Variance	0.22	0.27	0.06	0.32	0.23	0.17	0.59	0.39	0.18	0.49
Standard Deviation	0.47	0.52	0.25	0.56	0.48	0.41	0.77	0.62	0.42	0.70
Total Responses	722	717	724	726	725	725	721	721	723	481

15. Please list any other factors you feel are important to consider when choosing child care?

Text Response

Quality of the facility - it can't have mold problems - like much of our campus.

Nothing comes to mind.

Age group breakdown

For breastfeeding mothers, proximity to work is immensely important. Mothers could visit and feed their infants rather than spend time with a breast pump if childcare was on campus.

If I had special needs, obviously that would have been the most important factor. Also, cost question below does not take age of child into account: I'd expect to pay much more for infant care than for 4 year old care.

Flexible pickup and drop-off times. Visitation throughout day. On campus would be nice as well.

Flexibility in hours. Working in academia is not a 9-5 job for both students and faculty. It will be extremely important for me to have a childcare service when I have kid which doesn't operate on those normal hours. I work both on and off campus and therefore I would also prefer a place a little outside of main campus which would be good for most people since main campus is already overcrowded and has parking problems.

Extended hours and transportation to after-school activities

It helps if they follow the same holiday schedule as Clemson University.

Nutrition and food service quality

Parent education. autism if diagnosed early can be somewhat mitigated, especially where there is little no symptoms. if the children could be assessed for potential issues, it would be good to point out issues to the parents.

How much it will cost everyone including those that do not plan to use this service. Just like the CAT bus. I do not desire for campus child care and do not want to subsidize those that do. Spousal hires are enough of a drain on this university and we do not need to provide child care too.

Unfortunately, cost and convenience (drop-off/pick-up times) are second only to safety and security. a Safe and secure environment is critical. There are too many predators, and mentally ill people working with children already. Full background checks, regular unannounced drug-testing, and full web cam viewing would have to be provided before I would even consider my children enrolling, instead of where they are currently.

I want the staff highly credentialed. I love CCDC and Kids Stuff but many of their teachers are high school graduates; some not even that. and some of the other fabulous nearby programs (the episcopal day school, for example) has horrible schedules and calendars that don't coordinate at all with Clemson university schedules and makes it very hard to be a working mom.

Helping children learn - not just keeping them entertained.

Safety; School policies; Teacher Training

how are spaces on in the program determined.

<p>Their hours of operation and days of operation.</p> <p>Within walking distance to facilitate nursing</p> <p>No problem with access to children that may be using after-care riding from school or use of Catbus</p> <p>Teacher quality and interactions with children, connections with parents and community, knowledge of best practices in early childhood education, high quality environment, NAEYC accredited.</p> <p>Are they trained in CPR? Have they had a background check?</p> <p>a truly secular child care option that is not affiliated with any particular religion</p> <p>Flexibility. Often you are locked into a particular schedule and it is difficult to arrange classes and work around them.</p> <p>extracurricular programs; opportunities for children to get exercise and play outside; after school care</p> <p>Cleanliness. Upkeep of the facility, flexible payment arrangements, snacks and or meals provided,</p> <p>Integrity of the staff, experience of the staff with childcare in the past, staff's childcare philosophy, staff's demeanor and character, staff's investment in my child's well-being, FOOD - the type and quality of the food. No processed foods, but whole food diet with diversity of options (dairy, gluten free, etc. for those who need it),</p> <p>distance from campus</p> <p>All of the factors above seem to be quite important. A *Good Daycare should also have nutritious meals.</p> <p>Diversity of the children. Whether they are accredited. Opportunities for enrichment - not just babysitting.</p> <p>availability during 4:30 pm - 10pm as many events on campus take place during that time that require my presence</p> <p>(1) HOURS OF OPERATION (corresponding to work hours). (2) OPEN WHEN UNIVERSITY IS OPEN (e.g., holidays that Clemson does not follow). (3) EDUCATION OF STAFF (good models for an educational setting). (4) SUMMER PROGRAMS FOR ELEMENTARY SCHOOL AGE KIDS.</p> <p>I consider the safety of my child. I like the idea that staff be trained in CPR and first aid in order to handle problems if they arise.</p> <p>The facilities safety policies, access to view child care/classes and facility online</p> <p>Hours of available child care to reflect work days or classes</p> <p>Dual immersion language programs.</p> <p>meals/snacks; policies regarding sick children; outdoor playtime</p> <p>Experience of the Gil care employees</p> <p>It needs to be on campus</p> <p>Transportation from an elementary school to the care center.</p> <p>Flexibility of paying only for it when needed (i.e., not during breaks).</p> <p>Listen, I have a five year old, and I'm still scrambling when I have to pick him up at 2:45 and a</p>
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babysitter can't be found. ANYTHING at this point that's affordable and would work with our schedules would be nice. I have a husband who couldn't find employment as a non-academic in the surrounding area, and he lives in Charleston during the week. I will not be having any more kids because it's just too difficult to navigate the system here.

Food program

teacher's passion and attitude.

The amount and type of educational materials available for the children.

Education level of the staff- it would be nice to have a facility within Clemson that was a partner with the university. Most top 20 schools seem to have childcare facilities that are also a part of the benefits or subsidized through the university. This would be a smart idea if the university wants to attract top research talent.

Easy parking and/or access.

there are few secular options for childcare in the Clemson area - most are attached to a church, and some prioritize accepting new children based on whether they are members of the same church, making choices limited for many

On-campus location - this would greatly benefit both Clemson employees and students as well as provide an educational resource for early childhood development students and faculty.

The center's treatment of their staff.

Child to teacher ratio facility hours

flexibility in offerings, times, interpersonal dealings

Childcare often doesn't match up with the length of time college faculty works. Childcare should be available more hours per day than most childcare centers.

Nutrition (what the facility is feeding my children during the day)

education/training/experience of instructors and expectations they are held to;

Child care---After 14 years, We(CLEMSON) should have a child center OR not have one. Do not send a child care survey out every couple of years

Teacher/Center certifications, good reputation

holiday schedule, rates for families with multiple kids, having a pay per day option rather than having to pay for a full week when you only need care a few days a week

Transportation from school to child care center for after school care. Maturity, morality & background checks of staff. Low cost. Safe & nurturing environment.

safe location, cost

I feel that the safety of the children is the most critical and I believe a good staff to child ration would be important. Also would like to see activities that engage children of all ages.

Security measures in place

safety and security of the facility. cleanliness. procedures for contact with parents. ability to check in during the day to see how child is doing (a web cam of the activities in the child care facility should be de rigeur in this day and age.)

safety of the child comes first and foremost, background checks...internal checks and evaluations through observations...all designed child care rooms should have adjoining rooms

with one way glass for observations...qualified staff involved in activity planning and classroom design...if it is associated with Clemson it should be the best around and should involve research and development that would involve graduate and undergraduate students with papers written....the cutting edge in child care.

Reliability and staff experience.

diversity of children, as well as of staff.

flexibility - ability to pick up and drop off when needed. CLEANLINESS and sanitary of facility and rooms.

I believe it is also important for a childcare to follow some type of structure and routine, especially with children under a year old.

Safety - does the child care center have access codes, locked front doors, video cameras, etc.; Cleanliness of course; Great playground and outdoor learning experiences; approachability of Director and management style

Number of days the center is open and the degree to which its schedule matches with the university schedule

Mainly, do they have spots available.

flexibility

Hours of availability

Please note that in question #12, there was not an answer to choose for "6 - 10 days" but that is what I would have selected as the number of days I was absent from work due to child care issues.

I prefer child care that has a curriculum. That is, not just "day care" but where they are learning and/or doing activities while at the center. Security of the center/facility is also a high priority (i.e. doors are locked during hours when children are present, identification is required for pick-up, etc.)

Interaction of the staff with the parents.

Staff-to-child ratio is priority one for me!

The staff needs to prove that have years of experience.

hand-hygiene practices of child-care workers

Safe learning environment Education level of teachers (in learning/school care situations; less critical in strictly child care situations)

Facility hours, earliest time available to drop off child

on-site cafeteria that serves hot lunches

That the preschool program coordinates with local public schools to make the transition easier when the time comes.

Cost and a caring capable staff.

Environment

staff that understand needs of "student" moms...i.e. their stage in life that may be different than staff and unique timeframes as above...i.e. need to go to the library in the evening to study.

The children should not be misused or abused by anyone.

low income
I definitely like the aspect of card swipe or code entrance into a facility. That is one reason why I choose my current day care over others
hours
Meals are provided to the children
Parent's ability to pay Foreign language exposure
Hours of availability... Clemson is open for some 'typical' holidays that schools and daycares are closed, for example Labor Day.
Price, staff to child ratio, hours.
I need someplace that has a normal curriculum without a church bent. My child was inhibited in his learning processes for awhile while we continued to find a place to place him that not only cares about his well-being but exposing him to new experiences and cultural aspects.
Transportation to child care from school.
Safety, meals, exercise
Two main concerns: First, the available dietary options for children at daycare. Many daycares in area choose least expensive options for lunch & snacks - normally unhealthy options. Would like - and would be willing to pay for - better dietary options. Secondly, many local daycares are affiliated with churches - and we would like a non-religious daycare.
an option without religious affiliation
It should be set up to encourage faculty and staff to walk or take CAT to work. Basically, it should be on campus or downtown. Maybe put it somewhere in Douthit Hills.
Center accreditation, certified highly qualified teachers, partnerships and collaborations with Clemson (education faculty, student teachers, etc.), year-round care or else summer programs for faculty employed in summers, it should be on campus

Statistic	Value
Total Responses	168

16. Of the following, what would be your preferred location for child care?

#	Answer	Response	%
1	In Clemson (within a 2 mile radius from Campus and on the CAT bus line)	512	70%
2	Within 5 miles of Campus	134	18%
3	No preference	81	11%
	Total	727	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	1.41
Variance	0.46
Standard Deviation	0.68
Total Responses	727

17. What would be the best location for the child care facility?

#	Answer	Response	%
1	Toward Seneca	124	18%
2	Toward Easley	117	17%
3	Toward Central	261	39%
4	Toward Anderson	174	26%
	Total	676	100%

Statistic	Value
Min Value	1
Max Value	4
Mean	2.72
Variance	1.09
Standard Deviation	1.04
Total Responses	676

18. Please check the amount you would consider reasonable to pay for child care per month per child.

#	Answer	Response	%
1	\$801 or more	26	4%
2	\$601-800	90	13%
3	\$400-600	308	43%
4	\$201-400	211	30%
5	\$200 or less	78	11%
	Total	713	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.32
Variance	0.91
Standard Deviation	0.95
Total Responses	713

19. During what periods in the university calendar do you think child care should be offered? Please select all that apply.

#	Answer		Response	%
1	Fall and Spring semesters only		139	19%
2	Maymester		51	7%
3	Summer I		76	11%
4	Summer II		73	10%
5	Year round with no adherence to the University calendar.		616	85%

Statistic	Value
Min Value	1
Max Value	5
Total Responses	723

20. What are the ages of your children who require child care? Please select all that apply.

#	Answer		Response	%
1	0-6 months		102	24%
2	6 months - 2 years		161	38%
3	2 years - 6 years		235	55%
4	Other		88	21%

Statistic	Value
Min Value	1
Max Value	4
Total Responses	428

21. If you answered "Other" in the question above, please indicate the ages.

Text Response

After school care ... but that wasn't an option.

9

They are older now (9, 11, 15), but was an issue earlier and summer is always an issue.

Will likely have a second child within 2 years.

9 and 11

My child is now 16 and does not require child care. But, my child was in childcare from infant through early middle school while I was employed at Clemson. It would have been great to have childcare from infant through 6 years and then afterschool care from first grade on.

9, 8

11 and 13

my children are now beyond the age of needing daycare services. I answered based on what our needs what have been.

7 and 9

8 years old.

10 year old

Back in 2005, when I first filled out this survey, I would have checked 2-6 years. Now, nearly eight years later with nothing being accomplished, of course our children are all school age.

10

My need for child care would have been for a 2 year old. She sadly passed away this year so I am no longer needing child care, but it would have been awesome while I was still in grad school. Now that I am staff at Clemson, I would totally have seen myself using child care had she still been alive. I plan on having more children in the future and if I am still working at Clemson or in the area, I would use the service for sure. Would this be a service for Clemson faculty/staff/students only or for anyone in the community?

Even though my children are now in elementary school, the districts' teacher in-service days are quite problematic. It is stressful to find care for my children when their school is out and CU is not. Spring break is also an issue--my children's spring break is different from mine. During all of these times, my teaching/research productivity is lost.

9 this would be during school breaks when I still need to work

4 and under

10

Although my children are school age, summer school would be fantastic. (ages 5 - 7)

7

My child is 7. I am interested in summer care when school is not in session. An after-school program may be helpful for some parents as well. It would also be good to have full-day care on

days when school is not in session (teacher in-service days, etc.)

Almost 7 so really at this point I would only need child care on days the public schools are closed but the University is open - it was also be a nice option for the summer

7

Six to ten years for older children.

8-10 years old

Elementary school ages

school aged children after hours

middle school age, 11-14 years

I have a young adult child with down syndrome

6 and 8 years old. After school care.

10 year old. Currently remains at school for an afterschool program. Although this is a much better fit than a daycare, there are still issues that arise when our calendar does not meet with the schools calendar. Plus, this type of program would give our CU students direct access to hands on learning experiences with teaching, tutoring (homework/tutoring center), mentoring, and coaching(energy/sports focus).

No child care requirement as of yet.

my children are now school age but still need care after school and in the summer

Planning for baby.

7 year old needs summer care

7-8 years old

Mine are older now but I know what I would have liked - I was a grad student with 4 under the age of 7 and on campus day care would have helped tremendously.

I anticipate care for grandchildren, and that would be intermittent. Also, with aging parents, senior care should be available within the same facility.

elementary school age

9 years old

School-age children need care as well.

I would like to see full day summer camps as well as full day mini camps on Clemson Elementary School holidays for my elementary school aged kids.

Ages 7 and 10

through elementary age for school break & summer programs

Ages 10 and 6 (first and fourth grades)

Age 7: if afterschool care or summer care was provided.

Over age 6 (i.e. elementary age) after school care.

They are older now, previously utilized childcare (17, 15, 13)

7

After school care.

Currently, my child is now 8, but I remember filling out these surveys before he was born. And even less has been done about childcare. My department is LESS flexible and the Fike summer program was eliminated.

After School care-kindergarten

My children are 7 and 8 now, but summer care is always an issue, as my job stays consistently busy year round, and I literally only have one week per year that is a "Good Time" to take off (in May)

My children are ages 7 and 9 and now only require after school care type childcare; however, we are need of summer childcare options as well as options when there are school holidays. If my children were still in need of daycare, I would have taken full advantage of CU childcare if that option had been available. We were at the University of Florida when my children were babies and they had a UF on-campus childcare facility year round for use by faculty and staff.

12-13 years old

7-11

7 and 12

My son is 8. After school care is very important from 2:30pm-7:30pm

Age 9

Age 8 with afterschool and summer care.

12 years old

elementary school

after school care

6 - care during evening classes

Frankly, I am recalling the incredible difficulty I had when my children were younger.

I am offering child care and home schooling to my 9 year old grandson.

6 and 10 years during the summer

8

My son is five, so this probably will not benefit us. However, talk on this subject has been going on for a very, very long time. It is a critical issue and needs to be addressed for future families working at CU.

3wks and counting down

8 years old

After school care for children up to age 12

school aged children during the summer

6 years - 10 years

up to age 14

7

school age

8 years old

10

8

NOTE - I am at CU-ICAR, not Clemson

Many of our faculty beyond child-bearing years are and will be caring for grandchildren as guardians and may also be caring for their aging parents. We need to think intergenerational care needs.

6,8

Statistic	Value
Total Responses	85

22. What hours would best describe your child care needs?

Please select all that apply.

#	Answer	Response	%
1	7 am - 1 pm	500	89%
2	1 pm - 4:30 pm	504	90%
3	4:30 pm - 6:30 pm	287	51%
4	6:30 pm - 10 pm	48	9%

Statistic	Value
Min Value	1
Max Value	4
Total Responses	561

23. If applicable, what type of child care are you currently using?

#	Answer	Response	%
1	Child care center	192	49%
2	Relative	115	29%
3	Child care in another home	32	8%
4	Unrelated person in your home	37	9%
5	Other	82	21%

Statistic	Value
Min Value	1
Max Value	5
Total Responses	392

24. If you answered "Other" in the question above please indicate the type of child care.

Text Response

My wife is currently home with our newborn but will be going back to work come the first of the year - so currently we are looking for arrangements that would work best for us

Have spouse work p.t.

Preschool

Currently I use after school care at the public school for my elementary school age child. However, when my children were younger, I would have used child care provided by the University if it had been available and high quality.

Spouse stays home

Spouse in home. Plan to also hire babysitter in home and use day care center in spring 2013. Currently have newborn.

illegal alien

After school care Clemson elementary

I flex my time so that I can pick him up from school and work from home. It is not an ideal situation, however.

My husband worked at TriCounty Tech so my kids when they were young were at the child care center there

Montessori school of Anderson

I'm using after school care at my children's elementary school.

Montessori

After school care

After school care and camps

after school program, babysitters on campus

School age

Church-based school/child care

My wife works part time currently but is looking for a full time job. She takes care of our child in the afternoons now but will be unable to once she finds a full time position. Even with part time work child care will be needed over the winter and summer elementary school breaks.

Montessori

(1) AU PAIR, 45 HRS/WK (2) CHURCH DAY CARE CENTER, 9-3 (3) AFTER-SCHOOL CARE AT ELEMENTARY SCHOOL, 3-5 (4) BABY SITTERS, evenings/weekends (5) ANY SUMMER CAMPS AVAILABLE

Currently expecting

After school program at my son's elementary school.

Episcopal Day School for Pre-K program

My son goes to an after-school program at his school. On days when there is no school, he usually stays with a relative, if I have to be at work. During the summer he goes to various day camps.
A tae kwon do after school program.
mom's morning program
He's in kindergarten, but the after care and pre care are so expensive that I just hire babysitters on days I teach late and cross my fingers that they're always available--which isn't always the case.
I had in home child care for my child from birth through high school.
half-day preschool and nanny
After school care at a local elementary school.
self - currently on FMLA leave for childbirth, we are currently looking for childcare options in the area
after school care
having to leave her home alone
Afterschool center and relatives on non-school attendance days.
Half day school program followed by afternoon day care.
Parent
after school care program
Uncertain what we will use when the time comes.
in school during year and Anderson YMCA Day Camp for summer
other facilities and individuals available to help out when needed for either grandchildren and elder care
spouse
After school program
YMCA, Clemson Arts Center, City of Clemson, whatever camps I can find
Preschool with extended hours
after care after the Montessori school day(8-12) until 1pm Summer is when childcare is most needed for our family
Private/Charter School
My daughter goes to kindergarten, and attends the YMCA Afterschool Program at her elementary school. What we need most while she's in elementary school is child care for the days that the school district is closed, but University employees are working. This would include randomly scheduled Teacher In-Service days, plus extra days around holidays such as the day before Thanksgiving, and extra days before the University's Christmas vacation.
Preschool half days, three days per week
Clemson Methodist Church
Montessori pre-school
Child care center at a church

spouse
After school care at the school
After-school program located at child's school
After school care in Anderson, Summer School in Clemson
My children attend after school care child care at Clemson Elementary.
after school care program provided at the school until 5:30pm then picked up by a babysitter until 7:30pm when I get home
A church run program
faith-based
After school care
Sometime has to be home by himself
I stay at home and try to get as much graduate work done as possible from home. We can't afford child care in the Anderson area with a yearly income of \$25,000.
Elementary school based after school care; during the summer we have a patchwork of summer camps
I used to use the neighbor next door. The problem was if she was sick, I didn't have a sitter!
Still pregnant
After school program
Montessori school
Spouse
After school care
after school care at the elementary school
My wife takes care of our kids
Spouse stays at home.
After school care program - public school
Preschool Program from 8am-2:30pm
Preschool
Using a student as a part-time Nanny. My husband stays home with our 7 month old otherwise.
elementary school after school program
I am currently substituting to fit around my child's school schedule until I get a full time job.
Half day preschool
Summer day programs
after school program
intermittent care needs based on the demands of family for caring for grandchildren and/or aging parents
We work a split schedule, where one parent works the night shift for the summer months, in addition to tele-commuting during the rest of the year.

Statistic	Value
Total Responses	84

25. If applicable, what is your satisfaction level with your current child care arrangements?

#	Answer	Response	%
1	Not very satisfied	36	9%
2	Somewhat satisfied	170	43%
3	Very satisfied	186	47%
	Total	392	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	2.38
Variance	0.42
Standard Deviation	0.65
Total Responses	392

26. In what ways, if any, would a campus child care center fulfill your professional needs more than a community child care center?

Text Response

I think there needs to be more places for infants. Although I'm not in a need for that age now, there's little places to take a newborn baby... I was lucky I had an in-home person (btw..she no longer is an in-home care taker for me to even refer others to) until my daughter was 18 months old and could go to an older daycare.

Campus would be more convenient and it would make it easier for me to be able to go pick them up/go get them if there were problems.

I want my kids to interact with university students - I want them to have role models that give them a trajectory ... I think a campus facility, staffed in part by Clemson students, would give my kids a trajectory.

Closer.

It would be a significant benefit to working at Clemson. If the care was payroll deducted that would be a perk as well. Knowing my child was near my work and that the center would have the similar standards of the University would make it my preferred choice.

Knowing that my child is in close proximity, should something happen I can have quick notification and quickly be able to attend to their needs. I also feel I would have a higher level of trust with the service provided on campus.

If it was close to/on campus, that would be most convenient and there is an assumption of higher quality care.

Being able to see my child during my lunch break would be wonderful. The current parking situation makes it impossible to leave campus to go do this. This eliminated the option of breastfeeding her at lunch which is unfortunate. Also, with child care not being on campus or near, it makes it very tenuous to be able to get her picked up on time as there is no guarantee my day will be done at 5 pm. It makes it very stressful at the end of the day and difficulty to keep focused on the tasks at work when you are worried about being able to pick up your child.

Proximity to childcare can greatly increase worker productivity, if time isn't spent driving all around town before and after work. If a child is sick or very young, proximity is important as well.

Sick child care is AMAZING. I had it available when I was on my internship and it saved me from missing work many days when she had a cold or a mild stomach bug. My child loved going there too.

Location & cost

Closer proximity -- added convenience. Would arrive on campus faster. Deducting child care costs direct from paycheck would be convenient (tax free?). Current child care center is not easy to get in and out of.

From what I've seen in other universities, it offers more flexibility which is required for people in academia. My schedule change daily with classes and meetings and sometimes evening

meetings which is not something that community child care are able to accommodate. I'm willing to pay more to have this flexibility.

Supporting extended hours for Campus events

Convenience

It would be a good research/outreach lab.

access to work: if I can pickup and drop-off from work, this would be ideal. Also, I like the idea of similar people going on together on this

Theoretically, a campus child care center would have a director with a degree in education. This would allow children to get a head start on learning.

I would love to have my kid near where I work. I somehow feel more comfortable to leave my kid at child care center with my university. I just think it is a better environment for my kid.

distance to work, and trust level.

There are obvious benefits of time and gas saved and the knowledge and comfort of being close by, especially with younger children. With a consistent or fluctuating schedule, this would potentially allow people to make an easier decision between working from home or in their office, where they might be more productive, possibly allowing for more frequent office hours and availability for students as well.

I'm not sure - it depends a lot on what Clemson might put in place.

I could have lunch and participate more with kids as well as have care when they are sick

It would not. It is not the job of the university to provide for my personal needs.

My oldest daughter is in college. My youngest is 14 and a latch key child. I'm a single parent. While this question doesn't really apply to me anymore, I relate to the need. A campus child care will give parents ease of mind...period.

It would allow me the flexibility to see/visit my child at times that I cannot currently.

I would probably use a campus child care center only as a supplement to our regular child care. For instance, on holidays when our child care center is closed (but the university is not).

I would love to feel professionally valued as a complete employee with a family that enhances my career and that allows me to remain committed to the institution. It would tell me that Clemson really is a FAMILY. Also, I would love to see students more engaged with the real world concerns of children and families by being involved with a child care center for observations, student teaching, internships, etc. Worrying less about how my 2 and 4 year old are now in adequate daycare that nonetheless make my family very uncomfortable because of its religious engagement and beliefs that we don't share, would allow me to be happier and more committed to my job.

It would be close to work, secular, and affordable.

There are no "premier" child care facilities in Clemson, SC for very young children. We felt very limited with our first daughter in that we had to choose a facility that was "good enough" -- safe, positive, happy, loving -- though not much else. Though we didn't have any children at the time, when we lived in other major metropolitan areas (e.g., Seattle, suburbs of D.C.) there seemed to be many more choices and quality centers available. We selected a local church center to fulfill our daughter's needs, and were mostly happy with the infant care. However, as our precocious little girl became a toddler, she quickly seemed "different" than other children because of the

ways we worked with her at home (e.g., she's extraordinarily articulate and insanely curious because we've worked with her on expressing her feelings and engaging with the world around her). She is not a "sit down and be quiet" kind of kid, though in this region this seems to be the norm and was expected of her as a VERY young child (18 mos. - 2.5 years old -- e.g., we found it unreasonable to expect a 2 year old to sit on a mat quietly for 30 minutes, memorize letters, follow "adult rules," respond to "because I said so" type reasoning "or else", etc. We think that a campus child care center would be able to meet higher expectations from Clemson parents, such as employing teachers with better training about the basics of child development, how to communicate and work with children, and how to help children find their own way. Moreover, as a university-sponsored program you would be better able to review and adopt the very best child care models available, such as the Reggio-Emelia approach, or a Montessori model, or some better model that I simply don't know about yet. We have since moved to Clemson Montessori, and while it isn't perfect, we are much happier with the teachers and quality of the program. The downside is that they only accept students who are 2.5 and potty trained, and the program nearly doubled our previous monthly childcare budget (\$500 to \$895). I realize that this figure is still extremely low when you consider the childcare prices in larger areas, though it seems high for our part of the country.

I think it has the potential to be an innovative teaching and learning center with education, PRTM, health science, etc.

Closer and would feel more confident in the quality of care.

One of the many embarrassments when showing the campus to visiting faculty is the lack of a child care center. This goes along with the University's inability to have any sort of central long term planning and the lack of the central administration's ability to understand the needs of research active faculty. We are facing a major issue in attracting and retaining high quality faculty. The lack of a University child care center is a symptom of a much larger problem.

I need something for an older child in after school. The program offered by the public school is poorly supervised so it is not an option. Community child care centers are often under funded and the facilities lack much.

I don't see how a child care center on campus is helpful: getting around campus is inconvenient; campus supplied services are generally inferior and more expensive than what I find in our community; further insulating faculty from the community is not positive for town/community relations.

Walking distance, shared values, I would trust a campus center more

It would make worrying about child care less complicated

I am not completely convinced that an on campus center would be any more beneficial than an off campus center.

Directly connects to my courses and research agenda. Need access to high quality center and it can serve as a model for other centers in the area.

A campus child care center would provide CLOSE access to my children and I would be able to pick them up more quickly when I am finished with work. (I would be able to work longer, due to the short distance and time to drop them off and pick them up!!!)

We deliberately chose to live within walking distance from campus (a wonderful option that factored into our decision to come to Clemson) and need a child care center on campus to accommodate our lives. We walk nearly everyday. As we approach planning for a family, we are

very concerned with the religiously-affiliated options located within walking distance of our home and campus. In fact, there aren't enough secular options within driving distance either. Having an on campus center would also make it feasible to respond in a timely manner to a call regarding a sick or ill child, even for those who drive to work. Personally, we would have to walk 20 minutes home to get our car and drive to an off-campus location. With the busy schedules of professors and professionals, it would greatly improve employee welfare and morale to have the ability to spend more time with our children (during lunch or other designated drop-in times).

Location, lower price, more accommodating for part time care

Being on a college campus, a child would be exposed to academics from the beginning. Also, I live in Greenville and my husband works in Spartanburg, so having a child care center on campus would be wonderful for me to still work at Clemson and also have my child close by.

Many of the local community child care centers don't offer full time child care. This is OK for those with flexible schedules and spouses at home, but in many cases both spouses must work and would need full time options. There is sort of a black hole period until 1st grade.

There is currently not enough space in community child care centers close to campus. A campus child care center would increase the number of spaces for young children.

It would allow mothers the chance to visit their child during lunch hours or breaks. This is especially important for new mothers; having their child a short distance from work would allow them to relax and perform better on the job.

Close to campus. Hopefully offer better curriculum including Spanish

Convenience and proximity to work location

Presumably a campus child care center would have more flexible hours and would be better able to cope with unexpected changes in schedules.

A child care facility would be an exceptional asset to offer at Clemson. While I don't require the facility as much now, it would have been very convenient and helpful if it was available while my children were younger. Also, if it was offered at Clemson, offering a payroll deduction option would also be beneficial and easier to budget. With the cost of gas now, working and child care in the same place would be a cost savings.

The convenience of having the center close to where I worked. I would not have to drop them off elsewhere and then drive into work. I would be able to drop in on my lunch break and observe the class, if that were an option. I would be able to pick them up if they got sick or had any emergency.

I live in Anderson. If I lived in Clemson, I would say an on campus child care facility would be extremely beneficial to maximizing my daily productivity.

I believe a campus child care would be more sensitive to the research/teaching needs of teaching faculty. It would understand the irregular schedules and would most likely have an emphasis on curriculum. I believe the employees at CU value education, and a child care center affiliated with CU would be more apt to emphasize education. Children are the largest deterrent to research/teaching productivity, and if CU wants its employees to be more productive, they need to address child care needs. It's not only about facilities and equipment, or better classrooms. How can we use our facilities/classrooms when we have the stress of finding a suitable child care? We need a campus one to assist nursing mothers, faculty/staff/graduate students with limited transportation, and those with irregular work day schedules, which is very

common in academia. If CU wants a committed, productive faculty/staff, they need to make a commitment to them by addressing this very important issue. Many academic faculty, such as myself, have commuter marriages--I'm a single parent during the week. A campus childcare would be more conducive to this type of situation than a community one.

it wouldn't personally.

It is always great to have your children close to you for peace of mind. In addition if the child care facility is open during the time that you need to go to school or work it lifts a major burden on some.

Close proximity so that I can see them during my lunch break and won't have to rush from work to pick them up. Also participate in many activities on campus after work. I'd like to remain in the area

I think that the biggest reason that we need something is that there aren't enough community child care options around the Clemson area that are not affiliated with a religious institution. In addition, it's hard to drive far for child care and if there was something close to campus that would reduce time spent going back and forth.

Having my children close by; being able to monitor/feed infants frequently throughout the day is essential for moms--especially those breastfeeding and with children with special needs. I would also hope that the rates would be competitive/subsidized as child care costs are a significant expense for families today.

Location seems important here. Having subsidized tuition would be helpful. Having a careful and controlled (read official) daycare would be comforting.

Summer camps

My daughter attended the Clemson Child Development Center, and our experience was exceptionally satisfactory. I would prefer to see more partnership with that organization that is already in existence, pending space for them to accept new enrollment, rather than setting up something new.

I could spend time working and not worrying if my kids are safe

On campus/adjacent to campus would be convenient

If the cost were lower and based on actual use rather than fixed monthly cost.

More convenient

Availability of child care beyond traditional community child care hours. Facility should understand that commitments made by professional faculty and staff are different than those made in the general business community. Schedules change at a moments notice and flexibility to allow change in regards to pick up and drop off times is very important.

(1) COORDINATION WITH UNIVERSITY CALENDAR (2) ANTICIPATED CONVENIENCE OF LOCATION (3) ANTICIPATED UNIVERSITY-LEVEL STANDARDS (4) ANTICIPATED INVOLVEMENT OF EDUCATION SCHOOL (5) ANTICIPATED INVOLVEMENT OF COLLEGE STUDENTS (6) UNIVERSITY EMPLOYEE - FAMILY RELATIONSHIPS (7) UNIVERSITY ATMOSPHERE (8) SUMMER PROGRAMS FOR GRADE SCHOOL AGE KIDS

Location would be more convenient. Ability for me to be very nearby. Perhaps a cost savings as an employee benefit? More trust in a Clemson child care center versus an outside establishment.

It would allow me more flexibility to remain at work, knowing that my child isn't very far away. Currently, I would have to drive 30 minutes to pick up my child if they were ill or to avoid late fees.

I work in education and know that Clemson University would have nothing short of a fantastic child care program.

It would allow me more time within my day to tend to important matters which I now have to take off work for because of the timing of transportation of my child to and from a community school which offers a program which does not correlate with my work hours.

I feel the curriculum would be more robust as well as additional enrichment opportunities that may be available from the University community.

The convenience would be wonderful. To be able to drive him to campus with me, I would get to work earlier, and on days when he was not in school, I wouldn't have to worry about leaving him with a relative or take the day off from work. I believe having a daycare on campus would boost morale and increase productivity.

A campus child care center would offer me the ability to get to my child quickly in the case of an emergency. It would also cut down on my commute because I wouldn't have to drive out of my way to access child care.

possible to stay longer at work

It would have made no difference. A community center was far more convenient than one on campus would be.

It would allow me to work because I can stop by and check in on my baby.

It would allow me to visit my child during work hours

As a department chair it might allow me recruit faculty, since about every other university has this kind of thing!!

I would hope that such a care center would have more reasonable rates for the faculty and staff of the university ... giving a service to the university community.

I live in Greenville, so having a childcare center on campus would allow me to stay at work an extra 2 hours everyday, instead of having to race home to relieve my nanny.

I would feel more comfortable with my child being close to me during the day.

I would hope that it could offer excellent care and curricula without being too expensive or a wait list.

It would be closer to campus in case of an emergency. I was teaching one day, and he busted his head open at school. I had to drive to pick him up, drive to the doctor, and bring him to class with me when that was all over. It was awful. Also, I believe a university child care center could work better with parents to determine if a child could come back to school after something like that. Also, I cannot IMAGINE how much easier it would be to breastfeed, etc., if the child were within walking distance. Finally, it's simply bad for morale. I was on waiting lists pretty much from the time I got pregnant until July, two months after my child was born. It was awful having to deal with wondering if I'd have a place for him when I had to go back to work. It's just depressing that we haven't gotten this--I've seen all the childcare centers at other universities, and it shows how far behind Clemson is on so many things related to women faculty members.

Would adhere with university calendar and holidays better, right now the facility has holidays

that we don't
1. no religion related curriculum 2. research activities related with children education 3. college students involved which can lower the children: teacher ratio 4. quality of the teachers background 5. less holidays, or at least same as university holiday
Proximity to campus, cost, and hours of availability.
Peace of mind that my employer is willing to attract talented professionals, who happen to have children. It will help keep Clemson competitive with peer institutions.
Hopefully it would be more professional a director that has a background in Childhood Education would be a huge gain for the community.
Fosters a community spirit amongst CU coworkers
From previous experience, having a breast feeding center for moms of infants is critical!
Proximity to my office would recapture a considerable amount of time spent dropping off and picking up children. Also important is care for infants and 1 year olds, which is hard to find, and the ability to breastfeed infant in between classes and meetings, which was not possible with past arrangement. This also would be a way for faculty and staff parents to meet and to cultivate friendships among our children and among ourselves. This is vitally important to a sense of community.
It will save me travel time and make it easier for my hours to be flexible
I don't have need now, but I would like to see a collaboration between the child care center and Education program on campus, making it a sort of lab or other learning opportunity for college students. Also, an on campus location would be more convenient and might allow during-the-day visits when time allows.
It would have been a blessing 16 years ago. Maybe my grandchildren can benefit from one.
Easy and rapid access that would interrupt less of the day. Less commute if community care is not on commute route. Community child care centers in this area have a strong Christian sectarian focus. If you want a non-religious or just even non-Christian option there is nothing of decent quality.
closeness to work would improve job efficiency (less commuting, etc.). more opportunity to meet and network with other campus parents both socially and professionally.
Proximity of children- close to work.
Being close enough to visit and breast feed would be a real advantage.
This facility would know and understand the demands and nature of academic life.
Full year calendar

Statistic	Value
Total Responses	347

27. Do you have any further comments regarding child care?

Text Response

ONLY if each person who uses it pays for it. No taxing all of us for ANOTHER public giveaway program.

I am in favor of having a campus child care center. It will be good for the university.

I think this is an incredibly important initiative, and am surprised that Clemson hasn't been able to offer this just yet. With the amount of students on campus who would probably love to be able to assist with child care, because of their academic disciplines, I'm sure staffing (and providing students with relevant internships) wouldn't prove to be an issue.

I cannot imagine that this has been discussed more than 6 years without getting a result. This has been a critical issue during my thirty one years at Clemson and it is amazing that somehow nothing has ever been accomplished in this regard. I appreciate the resistance generated by the private child care industry, but this is a major barrier to faculty recruitment and retention.

In terms of our peer institutions, there are many universities that have an on-campus child care center or provide day care for employees. This will be a much needed feature if Clemson expects to recruit and retain top faculty and staff members moving forward!

I believe that it is vitally important to have a child development and care center!

Seems to me that since the last survey on this issue was 2005 that CU really does not have much of an interest in this issue.

Even though I do not have dependent children, I hope Clemson can help provide child care for its employees.

Definitely needed in Clemson as other schools have them in state.

Offering childcare for CU employees would boost moral (especially if it is affordable to staff and faculty)!!!

Thank goodness. We might still live in Clemson - not Greenville - if there had been stronger childcare options when our children needed daycare. Montessori is not for everyone ...

I am a single woman at the moment without children, but this could change in the next few years. I am excited that this initiative is being taken to support the women and men on this campus who are in need of affordable childcare. Kudos to you....

I don't have kids yet, which is why I left some of the above questions unanswered.

I know many young professionals who base their work satisfaction on their ability to attain child care. Being new to the area it is hard to know if you are making a good selection on where to send your child. When child care is available through your employer there is an intrinsic sense that it would be quality and eases the mind. I know a lot of people who seek employers that offer child care. At the end of the day our children motivate us and knowing they are safe and taken care of eases the mind.

I do not currently have children but am planning on starting a family soon. I commute from Easley, and I would imagine that having convenient access to childcare that is close to campus and presumably upholds high standards of curriculum, etc., would be a great advantage and enable me to better focus on workplace productivity.

My daughter is now a senior in college, but I do remember how difficult it was to find suitable daycare when she was born. However, I do know also how hard it is to fund and operate a child care center. Best of luck in this process.

I think this is a great initiative and would love to see it go somewhere in a timely manner as it is important for myself and my family. I am glad the Clemson is seriously looking at the issue and hope we are kept informed to how it is progressing.

I think it is a fabulous idea and great way to keep young(er) faculty interested in coming to, or staying at Clemson. I have 6 grown children and child care was always a major concern that played into our family decision about where to live and work.

Clemson is at a disadvantage without a child care center - many other Universities and even smaller colleges have this available. This is a consideration when recruiting faculty, staff and students.

It would be beneficial to Clemson if child care were provided on campus at a reasonable cost to the parents. The service would be particularly valuable in helping us attract and retain high-quality staff, many of whom are young people for whom child care is an important factor in their employment decisions.

I think it's an important part of providing a supportive work and study environment to our employees and students. Having child care available on campus is also a great way to give students on-site training opportunities in child and human development and other associated fields. In spite of not having children, I would support an initiative that ensures we have safe, competent and affordable child care providers on campus.

This is an important and crucial need for new faculty hires. We struggled with child care when we arrived at Clemson with young children a few years ago and I'm sure that many still struggle with this. Our kids are now in elementary school with after school care so we don't anticipate future needs; however, for new hires and younger faculty this MUST be addressed. Clemson is too small to supply enough spaces in adequate (much less high quality) child care and education. Our previous location offered this and we often had regrets about leaving that environment after arriving in Clemson. It is a critical need and should be addressed.

I have been anticipating child care at the University since my first child was born, and there was talk that some sort of care was imminent. That child is 24 years old now.

Many times many of my co-workers have needed a time-out and there was no where to send them! Both of my last supervisors;WHOA, they needed time-out and some severe corporal punishment! We must have a place to send this deviants! Is this anonymous? All kidding aside, WE NEED childcare to become a top twenty type institution and I support it fully.

Childcare associated with one's workplace would speak volumes about commitment to an employee's overall quality of life.

It is okay to provide day care under the auspices of a university but it is not at all okay to use the children for undergraduate research or training purposes. It also is not okay to compete with local businesses that offer day care unless what CU offers is not available at those businesses.

It is critical for my graduate students to have access to affordable child care. About 1/3 of the students have children, and on salaries of under \$20,000 a year, child care costs destroy their ability to eat, live and do research. The number of students with children, and especially single mothers, continues to grow. I often find these students to be the most focused and organized, and we are throwing away a huge scientific resource by not providing child care.

This would be a fantastic idea. On campus would be extremely convenient.

Given all the likely expense involved in providing this sort of benefit to the "breeders" amongst the Clemson faculty....what sort of equivalent benefit do you plan to offer the child-LESS people who end up picking up the slack when people take time off or leave early? Cash would be nice.

I have always thought that CU should have a Child Care Center. I have worked here for 35 years and I know it has been talked about previously. I would not have need of this service but I think it would be invaluable to those faculty/staff who have children. Would also be another selling point to prospective faculty and staff in searches. Just an excellent idea although I believe it does have opposition by the area child care centers currently off-campus

Even though I do not have children and likely will not in the future, it has always seemed strange to me that CU does not have a child care facility on campus like many other Universities do in other states. I think creating one would be a very valuable investment.

I believe this to be a crucial issue, and have been appalled to discover that there was not already a childcare center in place at Clemson.

I expect a baby and Clemson not having a day care is a major problem for me. Having child care would have significant positive impact on my productivity levels.

This is narrowly focused on young children. Children 8 and older need child care too, and so do middle school aged children. Their needs are different from the perks crowd though.

This survey is too late for me. However, when my husband was in graduate school, we sent our older daughter to a university based child care center. It was excellent and it very convenient for us. The connection to a school of education, the quality of the program, the convenient location and the reasonable price made it a wonderful option for us.

It's a good idea, if organized well. My children are almost grown, but we would have at least considered using a child care program at Clemson if there had been one when they were small.

I'd rather see the University invest its resources in a retention tool related to dependents of faculty/staff: college tuition assistance.

If Clemson wants to attract top people and be a top-tier university, on-campus childcare should not even be a question. When I had my first child I was blown away that Clemson did not have campus resources. Seriously, blown away. This could employ students, provide internships, etc. etc. This is a no-brainer.

Although I do not have child care needs, I strongly support this initiative because I always wanted to have one. It is too late for us.

I would be willing to pay more if there was education involved in the child care instead of "baby sitting" which is so common among available child care facilities. Prior to moving to Clemson, we paid almost \$1200 a month in child care services. However, the children were engaged in a Spanish class, music, and art studies in the form of preschool classes. The area around Clemson lacks a quality child care facility that is engaging for children. This aspect is where Clemson could excel and fill a niche that is desirable. You do not have to start out large. Build to it. Hire qualified staff and not just anyone looking for a job or someone that raised a child making them qualified. In other words, don't run this operation looking for cheap labor to keep costs down. If the value is there, people will bring their children. Many of the centers are acceptable but none really are quality centers.

It saddens me that I have filled out one of these surveys in the past and nothing ever came of it.

It is shocking that USC and UGA have child care facilities where students benefit from the facilities. The "Clemson Family" has not shown that it supports Clemson employees with families. I really do hope something comes of this survey this time.

I do not believe that providing child care on campus for faculty and staff is a core competency of any university, much less Clemson and at Clemson there are so many other needs and priorities that should be considered ahead of this perk. If compensation were more inline with the 'industry' child care would not be an issue.

Think it is long overdue!

A Clemson center would also support training, teaching, and research opportunities.

Forget the entire idea. It is not the job of the university to provide this service. What next?

Try doing it instead of just talking about it forever! My kids at this rate will be in college by the time you decide something.

I think it is a great idea, however, during these tough fiscal times, I am not in favor of re-directing any current University resources toward it. The center would have to be fully self-supporting, perhaps even profit driven. While "experimental schools" were once the pedagogical rage, they have fallen out of favor of late. I would support a program involving our College of Education, provided it did not tap resources that may have to be reallocated for it to get a start.

WE need to do this!! It is absolutely ridiculous that in this era we do not have something for our faculty, staff and students. We are WAY BEHIND THE TIMES IN THIS ARENA. This is an essential thing to provide for our employees but also our students that are nontraditional and have the need to have their children watched as well. It is hard enough to be a working parent with little ones but we very limited choices for child care in the area...it is really, really difficult. Fortunately, I got here just as my children were growing out of the need for child care. But, for two years in a row I had to set my clock 30 minutes fast to make sure I was able to get out of work and in my car in time to get to the elementary school in time to get my child so she would not get kicked out of the after school program. If you are late by 1 minute...more than three times...your child was automatically kicked out...no excuses allowed!! ONE minute...and they closed at 6:00 on the dot. Not easy to do when you are an assistant prof trying to get tenure and one of your faculty meetings run late. THANKS for trying once again to make this dream a reality. I am sure working at Clemson for many working parents of young children is probably currently a major NIGHTMARE!! I do hope that we will finally get our act together and make this a reality!

I read the Women's Commission Resolution and thought it was not realistic. I was on two committees in the past that researched daycare for the Faculty Senate and I thought their resolution was unrealistic in its expectation and implementation when compared to other universities that started daycare on campus (the research said the same both times I served on the Welfare Committee 5 years apart).

It's embarrassing that we don't have a university program...even if it had a huge waiting list....I am frequently talking with colleagues at other universities who are incredulous that Clemson, with an education school no less, lacks one.

* Offering flexible child care needs would be helpful. For example, for babies, it isn't as necessary to have drop off and pick up be at the same time each day, and so dependent on the parent's schedule (e.g., meetings, teaching), it would be nice to allow for flexible pricing and

availability. * Include a "nursing mom's room" so that moms who breastfeed can simply walk over and feed her baby as needed. * I don't have a need for child care for a special needs child, though I hear quality facilities are rare. I would be happy to have my children in classes with mainstreamed special needs children and/or provide for that need. Clemson could really serve as a model in this area.

Western Carolina had a great program years ago. I believed it to be very successful at the time.

I would only support child care from the University if it had an Education Practicum component, not just run as a business. The private sector has people who have trained and who take risks to provide a non-state funded child care. Therefore, the University should not be in business to compete against them. However, if our Early Childhood students could take reduce wages for practicum work and faculty could do research (like Nutrition, Health, Development), I would support that type of dual purpose childcare center for Clemson University.

Knowing that while you are working your children/child are receiving exceptional child care and being in a learning, stimulating environment is so valuable. The fact they are close here on campus is very important.

I do not have children myself, but I absolutely believe Clemson should be very proactive in providing for the childcare needs of faculty, staff, and students.

This would have been tremendously helpful when our kids were young. I would think it would be very attractive for new faculty hires to know that the university offered good quality child care.

I answered a similar survey back in the 1980s when I did need child care. I hope something comes of this for others now.

It's fine to do this AS LONG AS IT IS SELF SUPPORTING. Otherwise, this will divert tuition/state/research funds away from the primary missions of the University which are Teaching and Research.

Affordable child care is essential to recruit and retain competitive employees and students

This survey is a sign that issues discussed above might have a chance being addressed. I am excited that this survey is being conducted.

It is a disgrace that Clemson University does not offer their staff, faculty or students child care in any way shape or form. Shame on you.

Having a child care center is essential for being able to attract young faculty

It's been too long coming

a-The way the e-mail is phrased does not show any commitment by the university. b-In a small place like Clemson with very limited options for child care, having a well run child care facility would help recruit and retain young dynamic faculty and impact the quality of graduate students we have.

As big as we are and the percent of the local population we cover I'm surprised we don't offer anything. I'm not saying do it for free just offer something more convenient for employees.

This is a priority and long overdue.

I think that it would be of great benefit for Clemson employees.

Due to the variation of pay, it would be nice to pay based on salary. Some of the community day care centers' costs are prohibitive!!!

Had I started my career with Clemson at an earlier age, child-care would have been a benefit. I think that it could be of great benefit to both sexes should reasonably priced care where the parent is confident of that care and also knows that it will be consistently available would allow the parent to be a lot more productive during his/her working hours.

There are many professors and professionals who will not consider Clemson because they lack a campus child care option and even a secular community child care option close to campus. Clemson cannot count the number of qualified and gifted individuals who won't even explore Clemson. It can also become a retention issue. And for all of the excuses we might have for the lack of campus child care, individuals could very well assume that the university does not care enough to support families, and mothers in particular. This only exacerbates the lack of diversity in people and resources at the university. On campus child care is an investment that would greatly improve the climate and body of Clemson. Frankly, I don't know how campus child care hasn't happened yet.

I was shocked to learn Clemson doesn't already have child care.

I'm honestly surprised that this isn't something that Clemson did a very long time ago.....that and allowing our children free or reduced tuition like most good programs. It's a major retention issue.

Too bad this has taken so long to get moving.

I feel that it would not be worth having the child care center if it is off campus or a driving distance.

I think it's very important to have a diverse environment for my child to develop properly and healthily. I live in a very homogenous community and I want my children to be sound a variety of people and children.

Needed

Since nothing happened back in 2005, I won't be holding my breath that anything will happen this time around. Probably just another example of the administration pretending they care about the needs of their employees.

I will continue to advocate for a child care facility on campus. Being a working mom is difficult, but to new moms that could have this availability on campus, would be such a relief. Allowing nursing mothers to have easy access to their children! The convenience alone, is a great selling point! Women will always keep having babies, women will continue working and offering this child care facility would be invaluable!!!

One of our most talented and productive faculty members had to quit her position this past year because the University (or our dean) would not allow her appt to be changed to 9-month from 12-month. She has school-aged children, so needed to be home in the summer. She was 6 months away from submitting her tenure documents. Now she's back, working in a staff position part-time. Either provide child care services, or be flexible enough to accommodate childcare needs.

I have many colleagues who have children and know they would benefit from having child care options on campus. I would hope the facility would also offer temporary child care options for people like me who occasionally care for young family members and would find child care options on campus helpful when handling such responsibilities.

I find it interesting that, once I state I am not in need of childcare, the survey is essentially over. Is the intent to get an honest opinion from the community as a whole or to obtain a biased

response from a select few?

I think graduate students are often times overlooked. Many graduate students are in the time of life where they are having children, and hopefully this service would cater to their needs as well. This is critical support to allow them to finish their degrees, which will in the end benefit not only them but their children as well.

I think this is an excellent idea even if I do not foresee myself using the center.

Though I will not need child care, I think it is essential that Clemson have a high quality child care facility and offer services to the families of faculty and staff. If we are truly one Clemson, and by that I include one that values the family, this is a must, and I am ashamed that we offer nothing, especially considering that the opportunities are so limited in the area.

CU must address child care needs of academic faculty/staff. With the absence of anything on campus, many of us have to tag team with our academic spouses, and the complexities of our schedules take away our research productivity. If CU wants to be in the top 20, it needs to help us get by helping us with the largest obstacle towards productivity--our children.

Clemson's ability to attract and keep women probably depends on this issue. The lack of maternity leave presents a situation where having on campus child care is the best way to be able to care for children (infants, really) without making special arrangements.

I think if we offer child care for those faculty and staff that have that need we should also consider discounted tuition for those with older children to attend the university.

We're planning on starting our family in the next two years and I had planned to just stay home. An on-campus option with qualified early childhood education professionals may make it desirable to continue working

I do not support using scarce University funds for this service, in which funds would disproportionately go to a relatively small number of faculty and staff at Clemson.

this should be made available at the University.

I think this is a very important issue.

I have been hearing talk about the need for child care on our campus for years--I hope this time the plans are for real! This is something long overdue for our University. The "Clemson Family" currently provides very little in terms of real, tangible support for working mothers! Having child care available on campus would go a long way in helping to recruit female faculty and staff.

Nutrition is Important! Not necessarily organic, but a well-rounded NOT CANNED diet.

This NEEDS to be done at Clemson. This is a huge benefit of many other universities and in order to retain staff/faculty this is a necessity.

It should be free or close to it. We are an organization of education and know pre- k learning is important we should put our money where our values are

Statistic	Value
Total Responses	445