

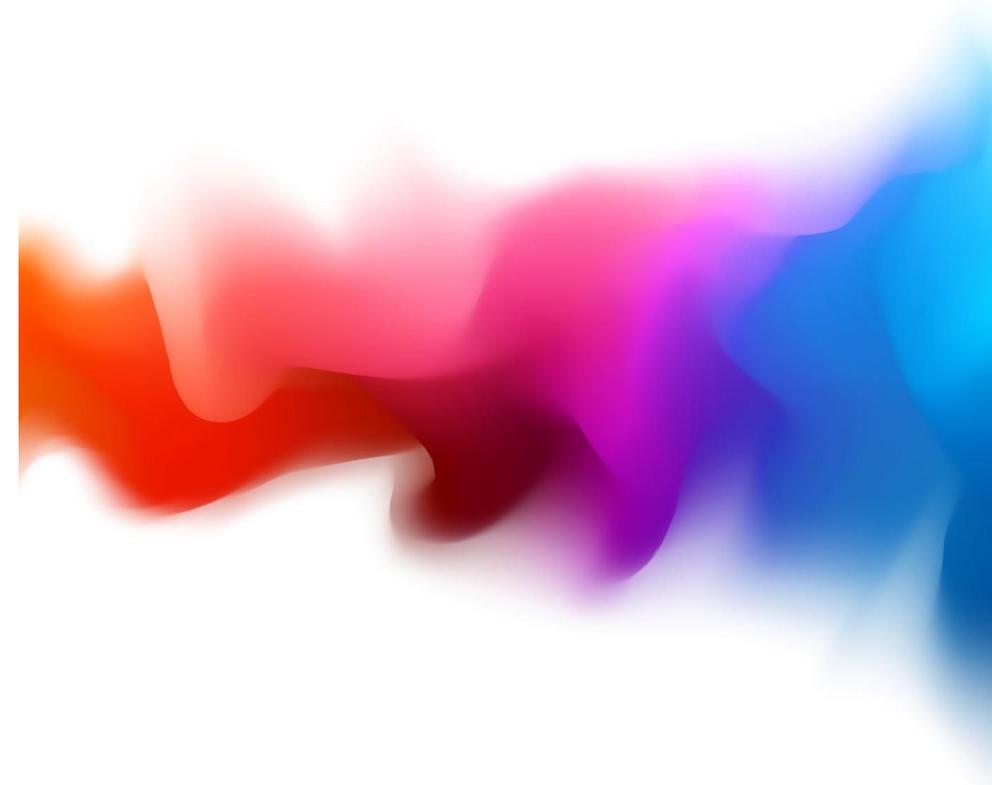
AUBURN CHILDCARE INFRASTRUCTURE REPORT

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Presented on behalf of the American Association
of University Professors (AAUP) Auburn Faculty
Senate Meeting

January 23, 2024



EXECUTIVE SUMMARY

The Problem

The Study

The Findings

Next Steps



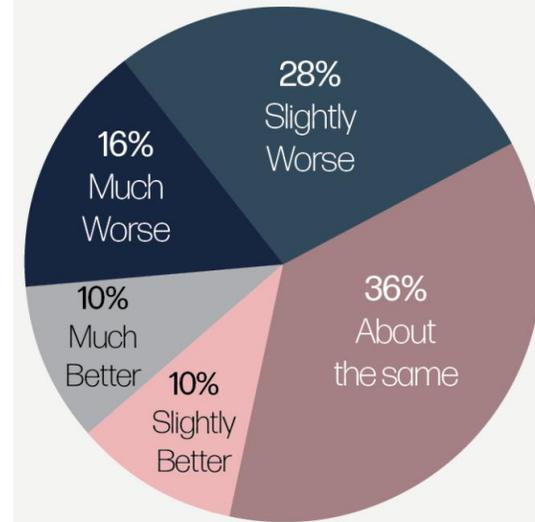
AUBURN CHILDCARE
INFRASTRUCTURE
REPORT

2023

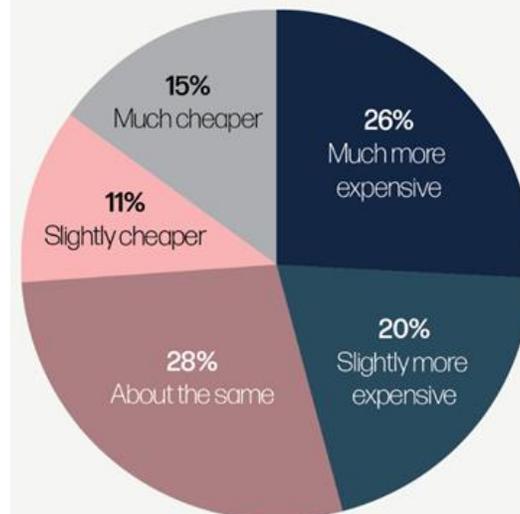
MAJOR FINDINGS

- Insufficient number of childcare providers (particularly for infants and for school-aged children in the summer)
- Lack of accredited daycare centers & issues with quality of care (e.g., turnover among teachers, implementation of curriculum)
- Lack of flexibility for staff (e.g., rigid 7:45-4:45 hours that do not align with pick-up and drop-off)
- Poor infrastructure has deleterious effects on faculty and staff

QUALITY OF LOCAL DAYCARE COMPARED TO THOSE OUTSIDE AUBURN/OPELIKA



COST OF LOCAL DAYCARE COMPARED TO THOSE OUTSIDE AUBURN/OPELIKA



WHY SHOULD THE AU COMMUNITY CARE?

15% of faculty and 30% of staff with young children have local family to assist with childcare gaps

55% of AU parents indicated that their productivity has been hindered, and 60% agree that the stress of it impacts their ability to focus at work.

61% of AU employees who relocated to Auburn did not know about the lack of childcare options in the area

30% have considered seeking another job or resigning

WHY SHOULD AU LEADERSHIP CARE?

TALENT MANAGEMENT:

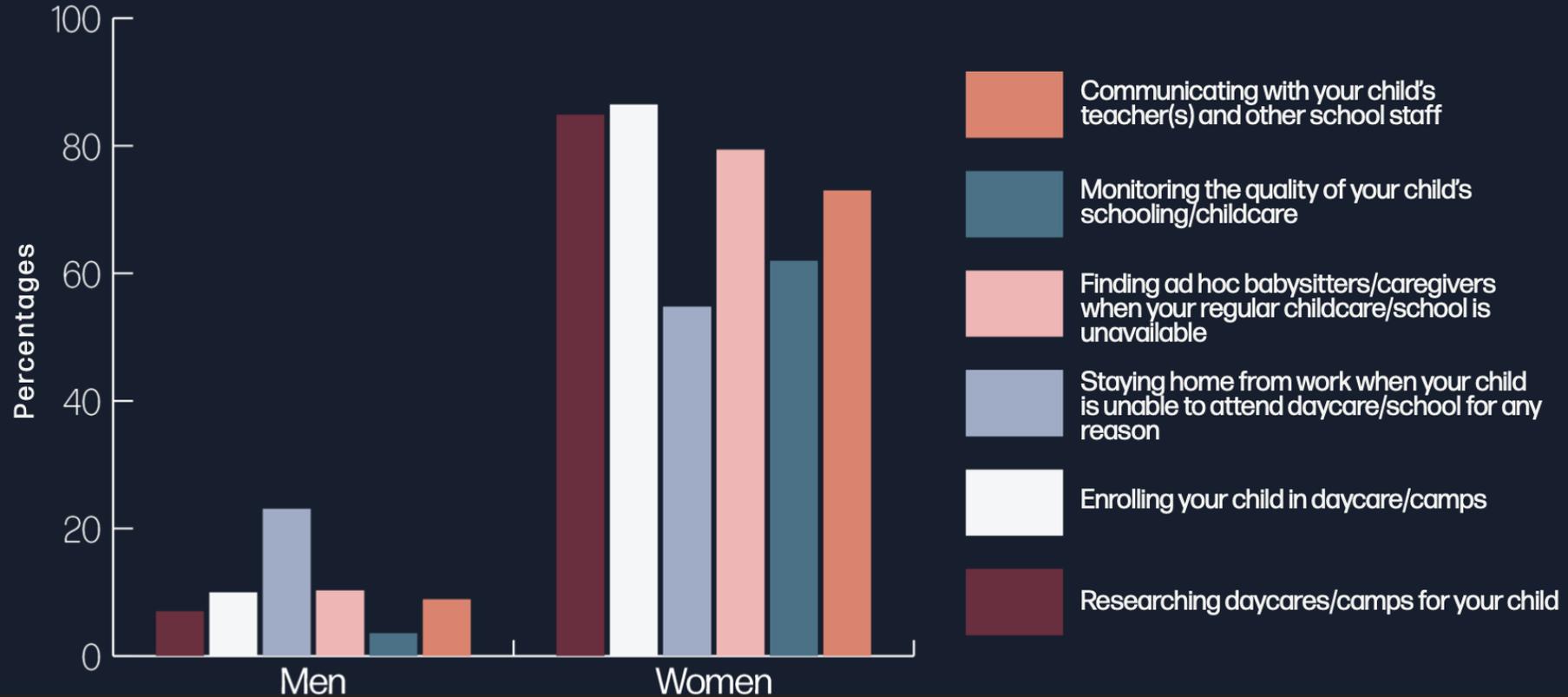
*“Childcare is not a family issue, it is a business issue... Moving forward, employer-provided childcare could also influence **where we work**. Employers that provide high-quality childcare will not only differentiate themselves from the competition but will also **create a “sticky” benefit that fosters retention.**”*

Harvard Business Review, 2021

AU ASPIRANT SCHOOLS:

*“You are your best self when you have work-life integration. We offer several resources to help working families balance the needs of both home and work.... **Purdue University** knows that providing quality childcare is vital to the quality of life for our faculty, staff, and students.”*

RESPONDENTS WHO ANSWERED "MOSTLY ME"



SPEAKING OF TALENT MANAGEMENT.....

FEMALE EMPLOYEES ARE SHOULDERING THE BURDEN



RESPONSE: PRESIDENT ROBERTS FOLLOWED AAUP'S RECOMMENDATION TO FORM A CHILDCARE TASKFORCE

- **Leader: Steve Pellham, Associate VP for Economic Development**
- **Kickoff meeting: December 14**
- **Internal taskforce members include representatives from the Provost's office, Human Resources, University Senate, A&P Assembly, Staff Council, AAUP, and faculty with expertise in this area**
- **External taskforce members include representatives from the City of Auburn, the Auburn and Opelika Chambers of Commerce, Alabama Childcare Resource Center, and EAMC.**
- **Upcoming meeting: February 2 => Nick Moore, Policy Advisor for the Governor's Office for Education and Workforce Transformation, will discuss upcoming legislative initiatives to address the childcare crisis**

Updates forthcoming..

THANK YOU!

**PLEASE SHARE THE SURVEY
WITH YOUR UNITS!**

Link to Survey



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“If this is how we treat our ‘**Auburn Family**,’ then this is a dysfunctional family. We should start practicing what we preach around here.”

