

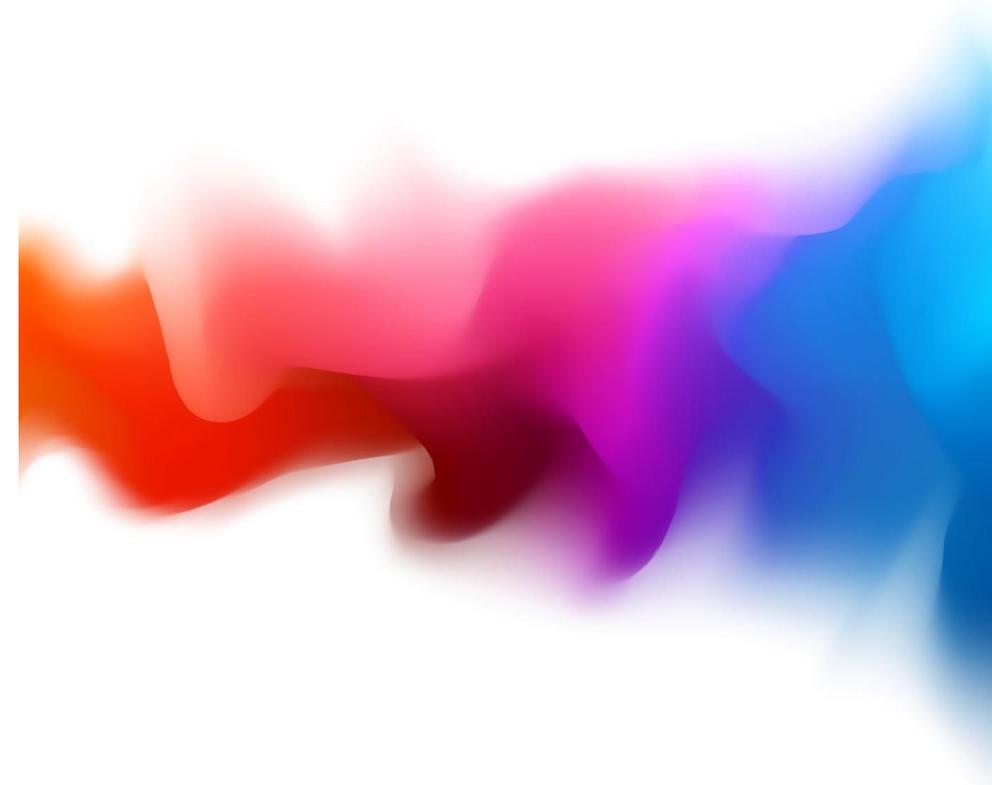
AUBURN CHILDCARE INFRASTRUCTURE REPORT

**Tracy Witte, PhD, Alumni Professor & Director of
Clinical Training, Dept. of Psychological Sciences**

**Elizabeth Davis-Sramek, PhD, Gayle Parks
Forehand Professor and Chair of the Dept of
Supply Chain Management**

**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



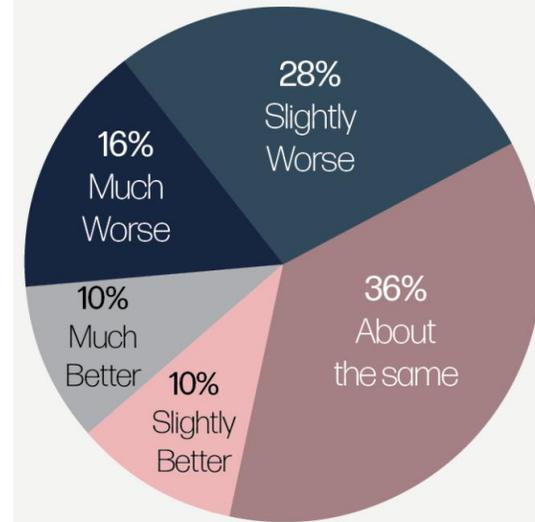
AUBURN CHILDCARE
INFRASTRUCTURE
REPORT

2023

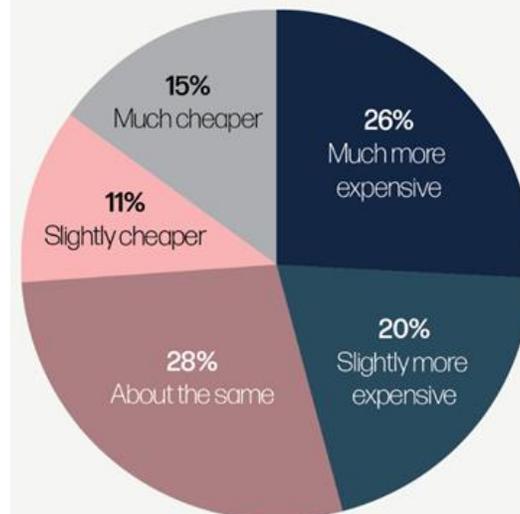
MAJOR FINDINGS

- 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:

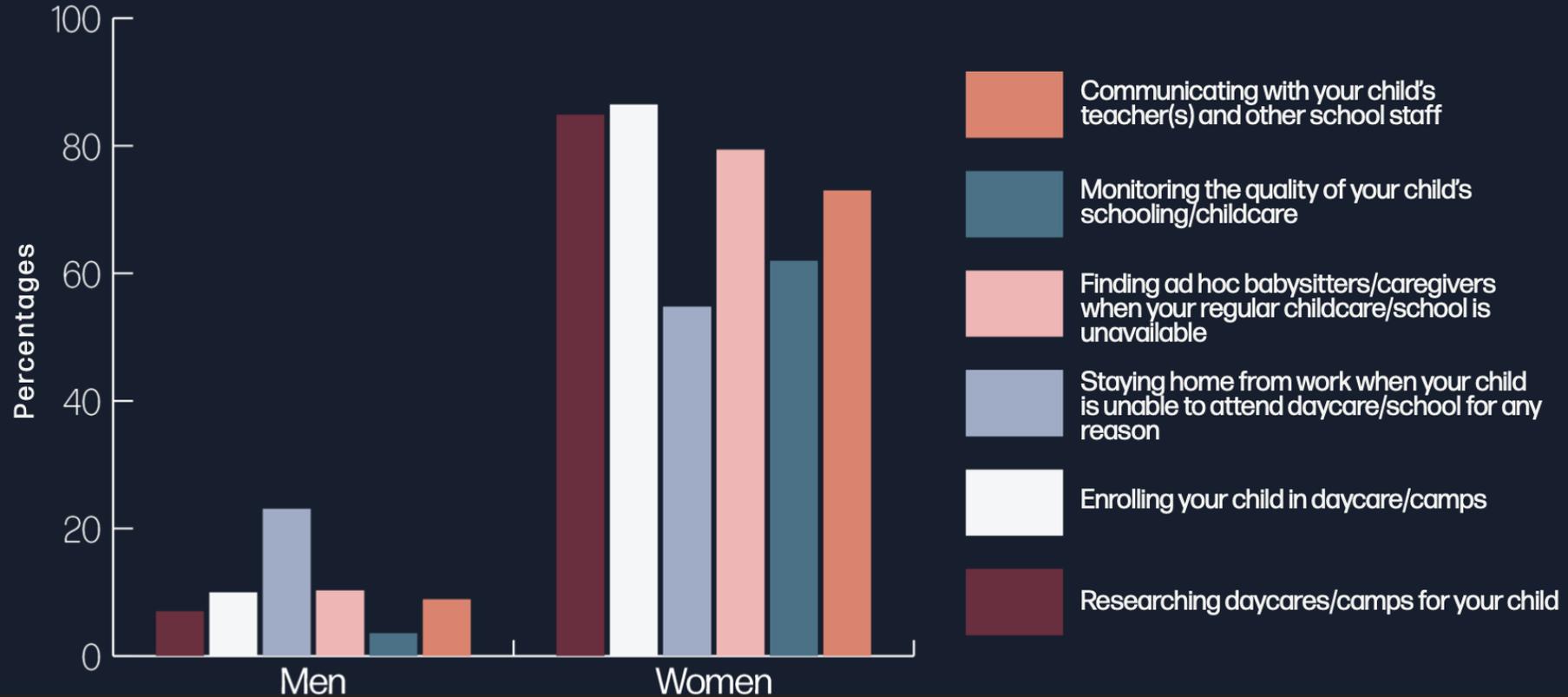
*“Childcare is not a family issue, it is a business issue... Moving forward, employer-provided childcare could also influence **where we work**. Employers that provide high-quality childcare will not only differentiate themselves from the competition but will also **create a “sticky” benefit that fosters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



AAUP RECOMMENDATION TO PRESIDENT ROBERTS: CONVENE A CHILDCARE TASK FORCE

- Consult with peer institutions (e.g., Purdue) to understand HR best practices related to supporting parents
- Gather more detailed information about local daycare situation
- Learn what would be required to support a full-time, on-campus daycare program
 - Explore seeking endowments to support this, similar to UAB
 - Compare options: managed by AU or contracted to an accredited private entity (e.g., KinderCare; Bright Horizons)
- Examine practices that allow other universities to run large summer camp programs Can AU's current camps be scaled up?
- Work with local cities to encourage more private investment
- Quantify the impact
 - To what extent is AU is losing talent due to lack of support for working parents? What is the cost of this turnover?
 - What is the cost of “quiet quitting” due to perceptions from employees that they are not given the necessary resources to thrive?

THANK YOU!

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

**AAUP GET-TOGETHER AT PICCOLO
AT 3PM ON FRIDAY, DECEMBER 1ST**

Link to Survey



tracy.witte@auburn.edu

beth.davis@auburn.edu

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

