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**Yale University**  
**Summary of Child Care Survey Findings**

**Prepared by Bright Horizons Family Solutions**  
**Watertown, MA**  
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# *Introduction*

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During 2004-2005 Yale University (Yale) conducted a comprehensive child care review in order to develop a strategic child care plan. As part of the study Yale engaged the Consulting Practice of Bright Horizons Family Solutions. At Yale's request, Bright Horizons developed a child care survey for the Yale community in order to enable Yale to receive direct feedback from Yale faculty, staff, graduate and professional school students, and trainees.

The survey requested information from the respondents about their demographics; their awareness of current Yale child care supports; their current child care arrangements; and their difficulties, if any, with their current child care arrangements.

The following pages provide information about the survey responses.

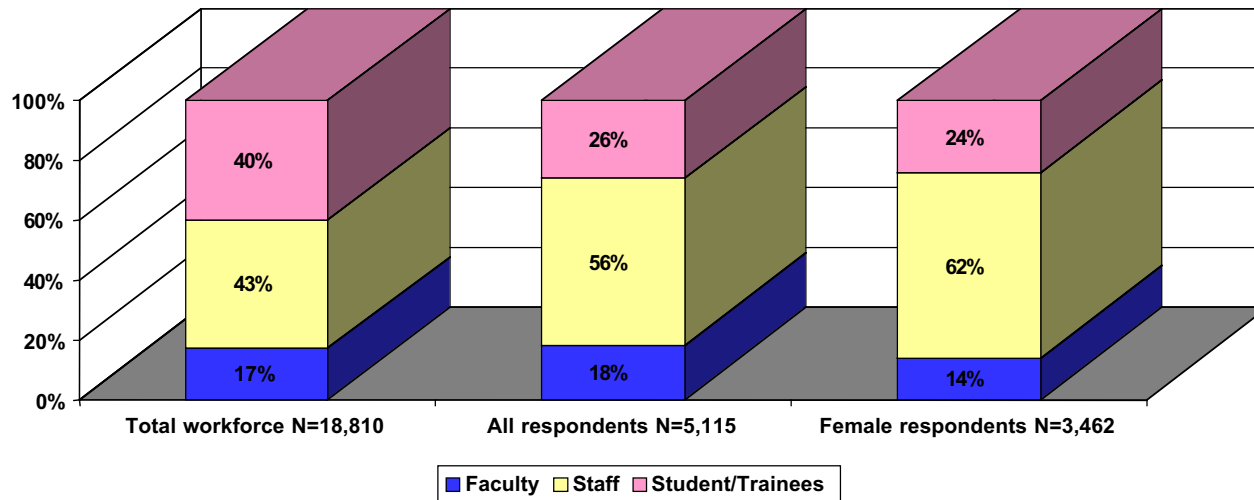
# Response Rate

A web-based survey was launched (with a paper survey mailed to all Clerical and Technical employees and made available to anyone else who desired a paper format) to a total of 18,810 Yale faculty, staff, graduate and professional school students, and trainees. A total of 5,146 individuals completed the survey resulting in a 27% response rate. The following is the response rate by group.

Response Rate			
Group (Definition)	Number of Faculty/ Staff/Students/Trainees	Number of Responses	Response Rate
<b>Faculty</b> (Adjunct Faculty, Assistant Professor, Associate Professor, Lector/Lecturer, Other Teaching Faculty, Professor, Research Faculty, Visiting Faculty, Voluntary Faculty)	3,225	910	28%
<b>Staff</b> (Clerical/Technical, Managerial/Professional, Service/Maintenance, Other)	8,095	2,885	36%
<b>Students and Trainees</b> (Graduate school, Postdoctoral associate, Postdoctoral fellow, Professional school, Other)	7,490	1,319	18%
<b>Did not identify group</b>		32	
<b>Total</b>	<b>18,810</b>	<b>5,146</b>	<b>27%</b>

# Respondent Profile

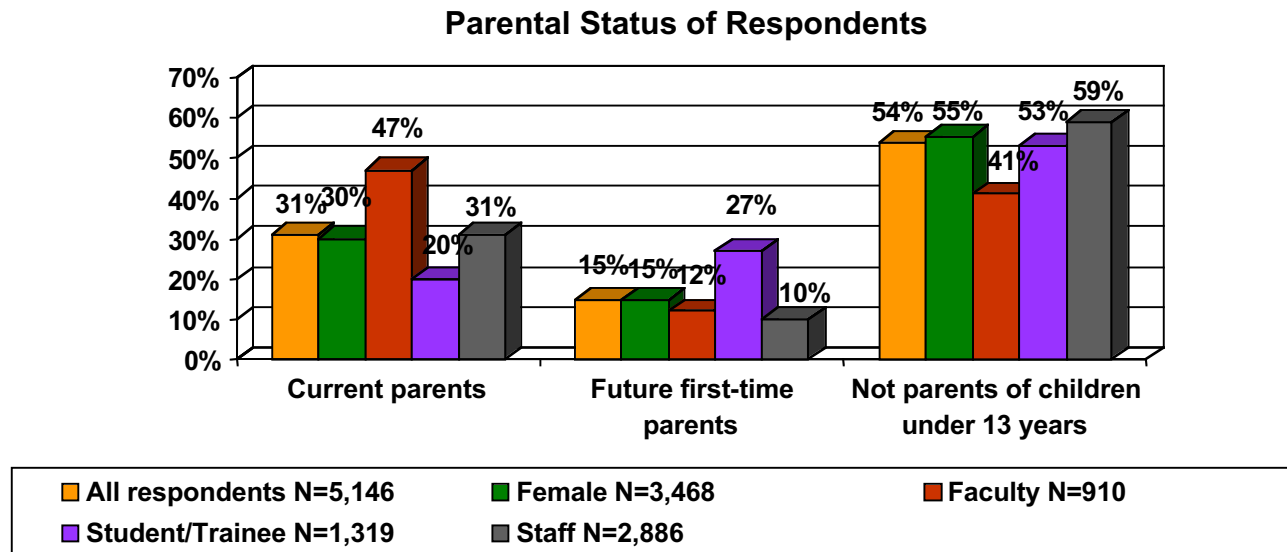
More than half of all respondents (56%) and 62% of female respondents are staff. This is to be expected given that staff is the largest employee group in the workforce and that 65% of the staff workforce is female.



# Respondent Profile

## Parental Status

There are 2,360 respondents who are currently parents of children under 13 years of age or are planning to begin a family within the next three years. These include 1,598 current parents and 762 respondents who expect to be first-time parents in the next three years.



# Awareness of Current Yale Services

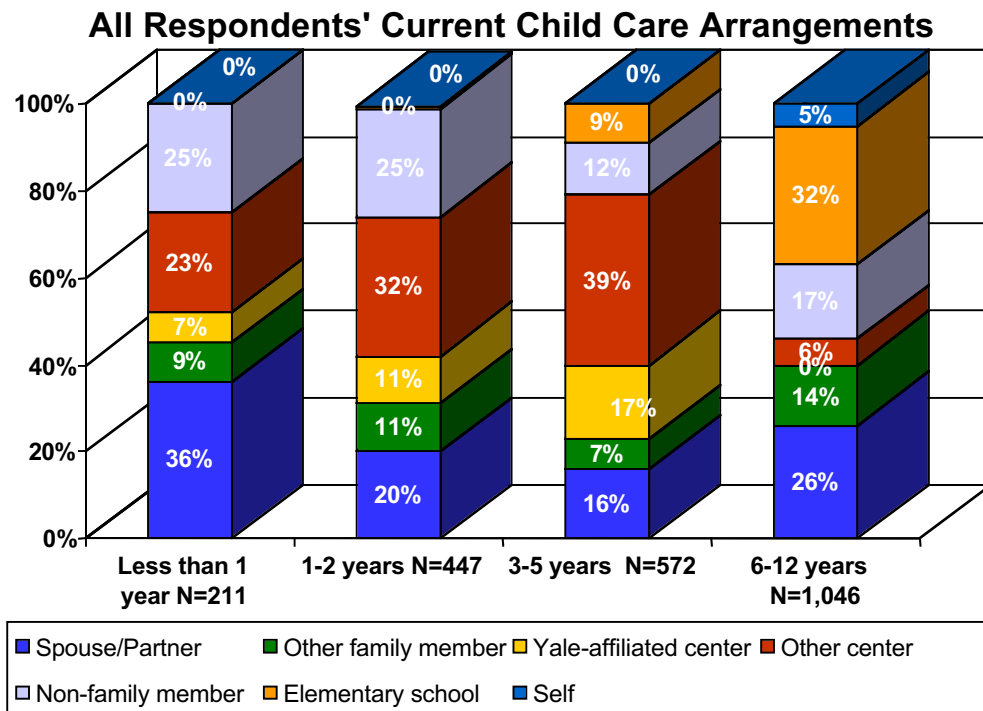
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Although Yale currently offers a number of child care services to support parents, many survey respondents were not aware of these programs.

Current Child Care Supports	% Respondents Aware
<b>Yale Babysitting Service information</b>	53% N=2,157
<b>Yale-based Child Care Coordinator</b>	29% N=2,143
<b>Information on current child care providers</b> (both Yale-affiliated and in Greater New Haven)	46% N=2,143
<b>Dependent care flexible spending account for employees</b>	69% N=1,596

# Current Child Care Arrangements

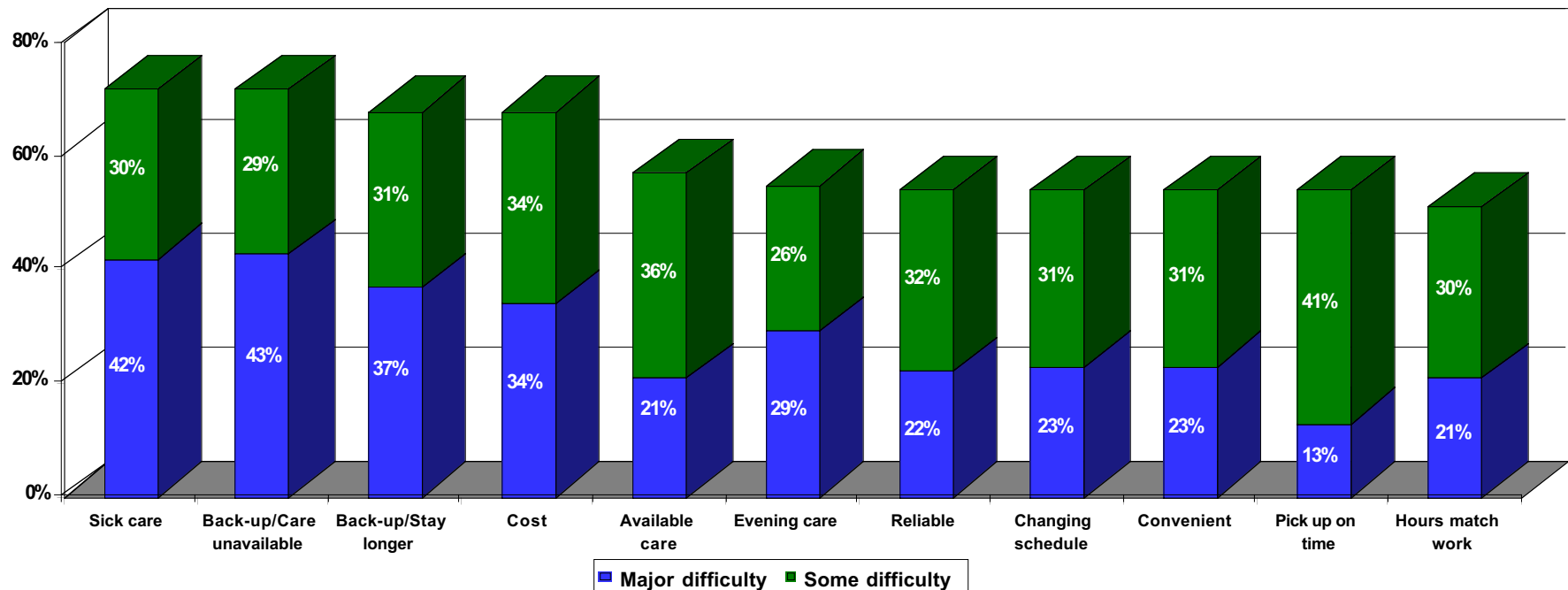
The highest percentage of children 1-5 years old are in other child care centers (not Yale-affiliated) while children under the age of one year are most likely to be in the care of a spouse/partner. Children 6-12 years are the most likely to be in care provided in an elementary school.



# Respondents' Top Child Care Difficulties

Respondents were asked to report areas of difficulties in meeting their child care needs. Respondents reported having difficulties securing child care arrangements that meet their needs. Over two-thirds of respondents reported experiencing difficulty when unexpected situations occur (child becomes ill, current provider is unavailable, respondent needs to work additional hours) and with affording the cost of care they prefer. Areas of difficulty described by respondents as "major difficulty" or "some difficulty" are shown below.

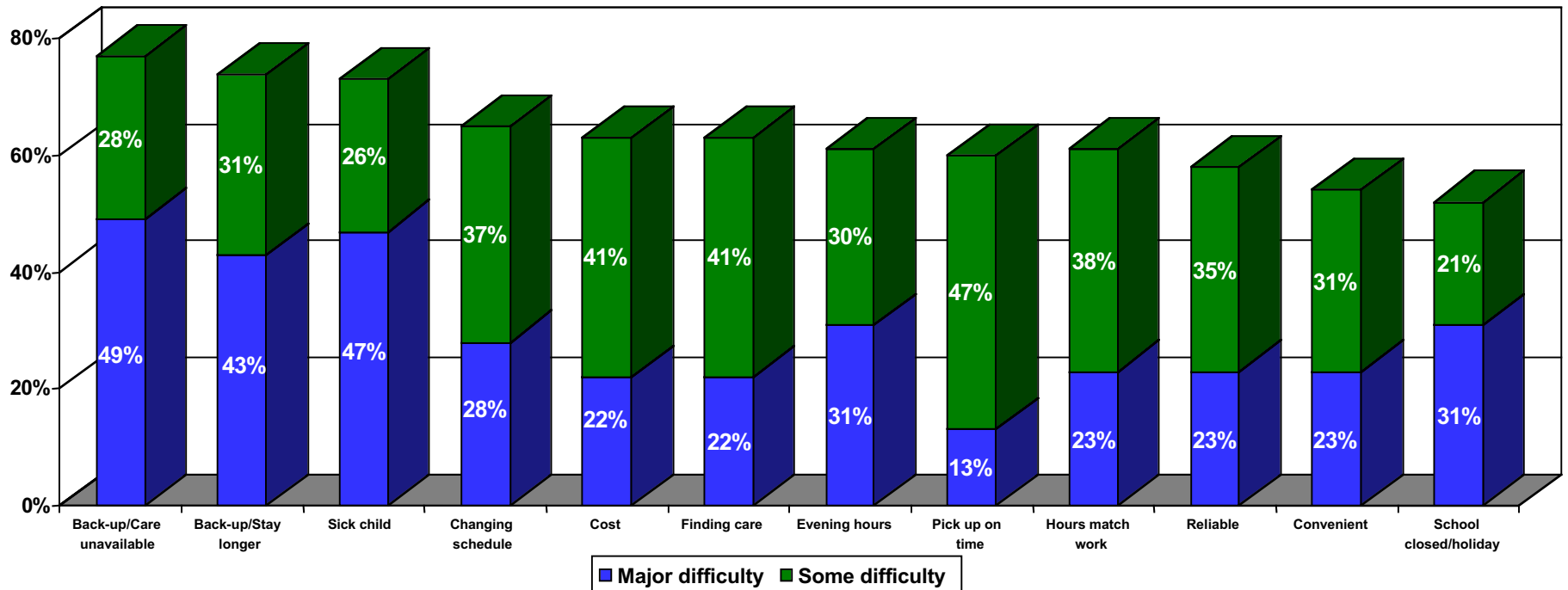
All Respondents' Top Child Care Difficulties  
N varies between 1,438 - 1,526



# Respondents' Top Child Care Difficulties: Faculty

Respondents were asked to report areas of difficulties in meeting their child care needs. Areas of difficulty described by faculty respondents as "major difficulty" or "some difficulty" are shown below.

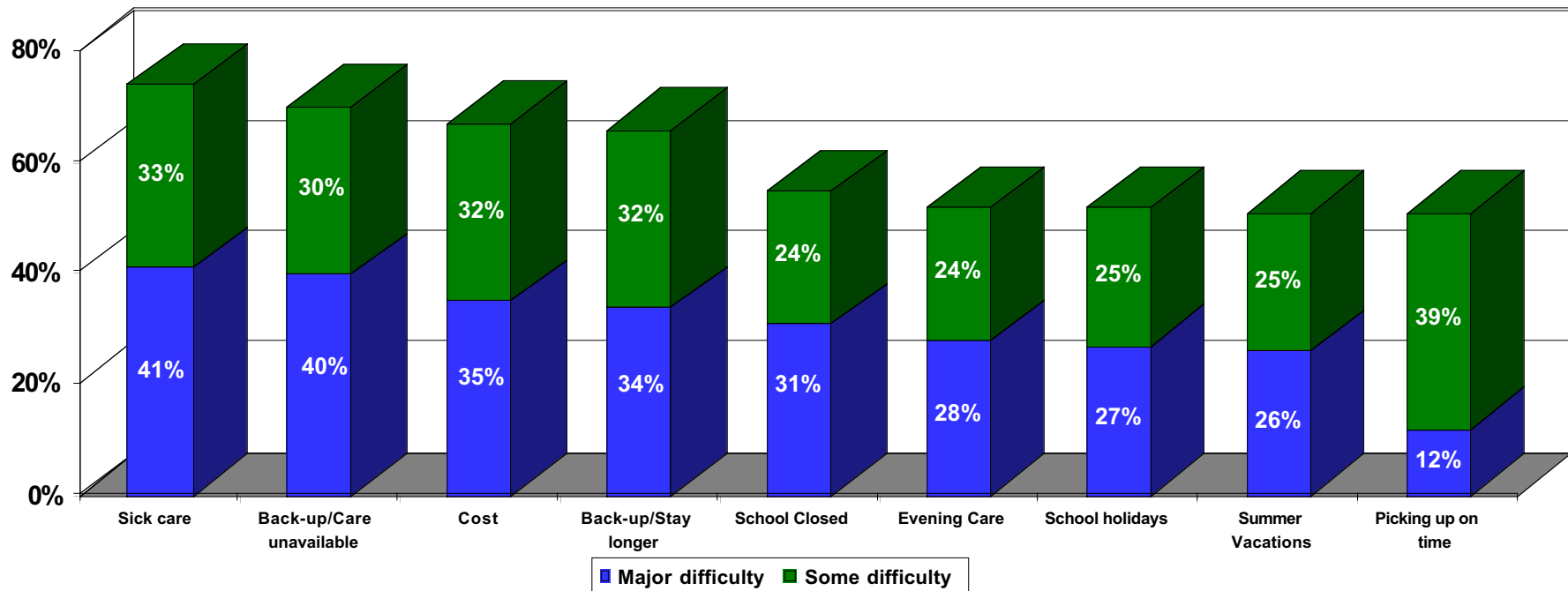
Faculty: Top Child Care Difficulties  
N varies between 378 - 417



# *Respondents' Top Child Care Difficulties: Staff*

Respondents were asked to report areas of difficulties in meeting their child care needs. Areas of difficulty described by staff respondents as "major difficulty" or "some difficulty" are shown below.

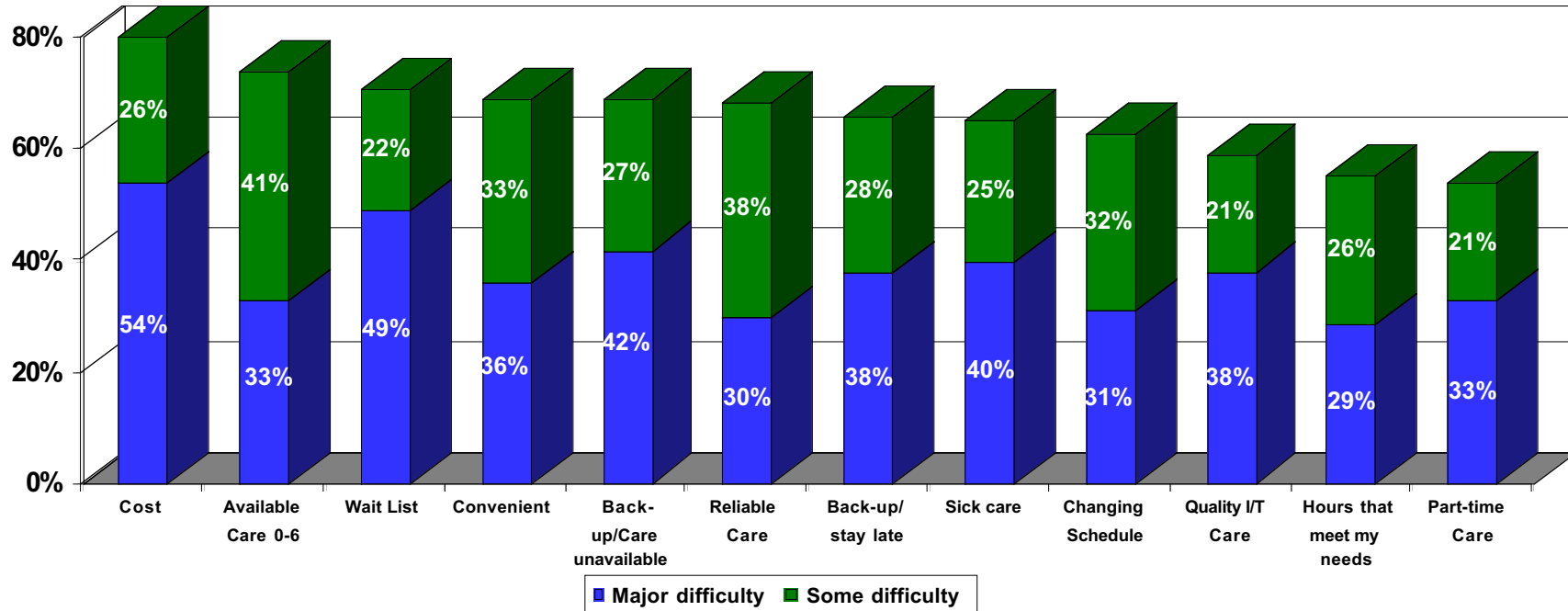
**Staff: Top Child Care Difficulties**  
N varies between 819 and 864



# Respondents' Top Child Care Difficulties: Students and Trainees

Respondents were asked to report areas of difficulties in meeting their child care needs. Areas of difficulty described by student and trainee respondents as "major difficulty" or "some difficulty" are shown below.

**Students and Trainees: Top Child Care Difficulties**  
N varies between 232 and 249



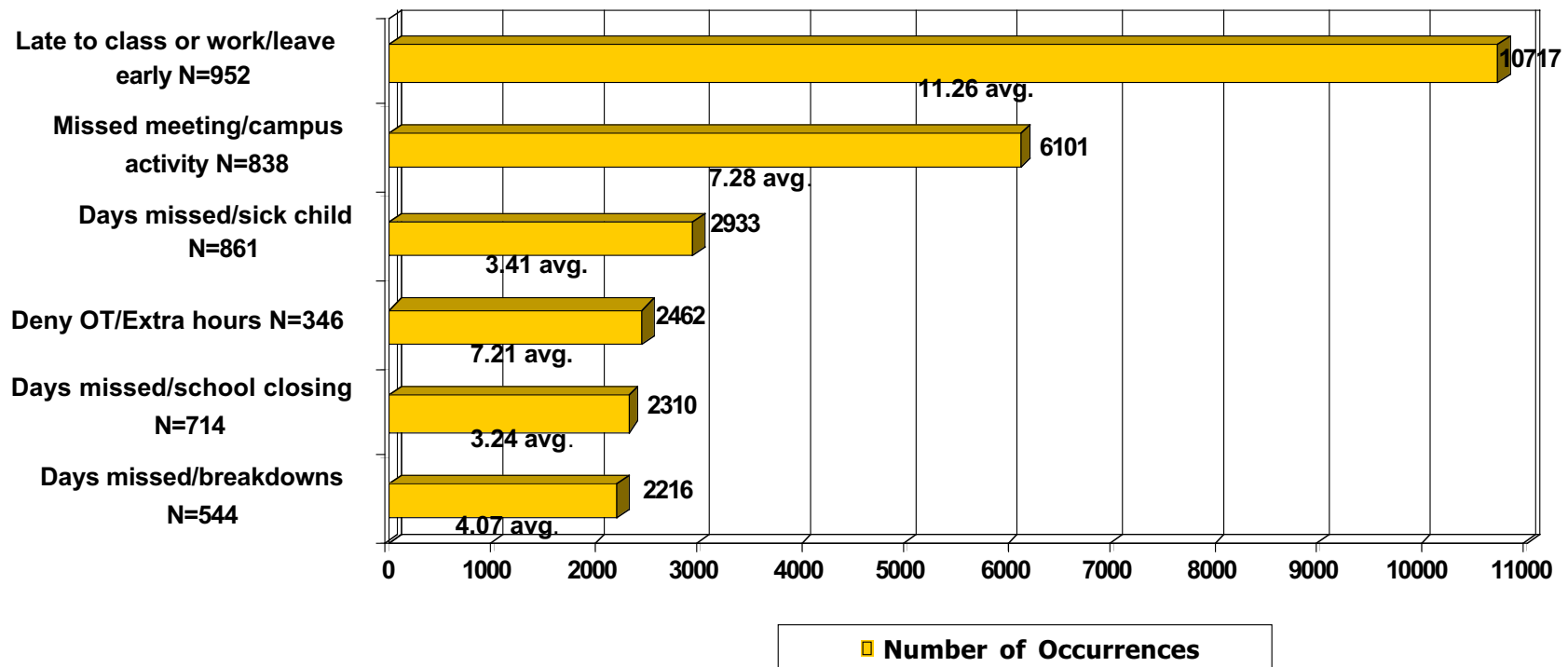
I/T= Infant/Toddler

# Impact of Respondents' Child Care Difficulties

Respondents reported missing a total of 4,526 work days due to a breakdown in their current arrangement or school closings in the past six months. Respondents also reported leaving work/class early or arriving late a total of 10,717 times during the same time frame.

## Number of Occurrences in Past Six Months - All Respondents

(Averages and N include only respondents who reported an occurrence)



334 respondents (22%) reported having seriously considered leaving Yale as a result of difficulties with their child care arrangements in the past six months. This percentage is consistent with the average response (25%) reported in Bright Horizons surveys at other organizations.

## *Proposed University Initiatives (November 2005)*

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The University has developed a series of proposed initiatives to respond to the child care needs of the Yale community and to enhance child care services. For information see the announcement dated November 10, 2005 from Andrew D. Hamilton, Provost, and John E. Pepper, Vice President for Finance and Administration, posted at [http://www.yale.edu/provost/html/provost\\_ltr\\_childcare.html](http://www.yale.edu/provost/html/provost_ltr_childcare.html)