

# Family Friendly Campus Proposal and Feedback



**COLORADO SCHOOL OF MINES**

# Family Friendly Campus Proposal



- ▶ In April 2015, the Administration received a proposal from Faculty Senate to make Mines a more “family friendly” university.
- ▶ Tom Boyd and Kirsten Volpi asked by the President to lead the Administrative response to the proposal.
- ▶ Eight overall recommendations were included in the proposal.

# Family Friendly Campus Proposal



1. Family resources web page, <http://family.mines.edu>, to consolidate all family related policies, activities, enhancements, etc.
  - We are in the process of creating family.mines.edu.
  - family.mines.edu will include:
    - Family related policies.
    - Mines calendar distinguishing family related events.
    - Highlight Mines events that are open to the public and family related.
    - Geology Museum activities.
    - Related Greek Life activities.
    - Provide links to the calendar of events hosted by the City of Golden.
    - Locations of Nursing Mother's Rooms.
    - Other relevant information.
  - We could include an e-classified system as part of family.mines.edu. Other e-classified systems have been implemented in the past, but did not see significant use.

# Family Friendly Campus Proposal



1. Family resources web page, <http://family.mines.edu>, to consolidate all family related policies, activities, enhancements, etc.

## Feedback:

- Parental policies for grad students are difficult to locate. Posting to FF web page would resolve this issue.
- Sororities and Greek Life suggested to be included as resources for childcare. Add to FF web page.
- Facebook Marketplace suggested as an option for e-classified.

# Family Friendly Campus Proposal



2. Shift CSM calendar to match (primarily spring break) Jefferson County public school holiday calendar (as much as possible)
  - Per our Handbook policy (section 12.7), the Calendar Committee is charged with making recommendations on academic calendar changes to the President and Board of Trustees. We have forwarded this Senate recommendation to the Chair of the Calendar Committee for further consideration. The Calendar Committee first meeting of the academic year is to be held in September 2015.

# Family Friendly Campus Proposal



2. Shift CSM calendar to match (primarily spring break) Jefferson County public school holiday calendar (as much as possible)

## Feedback:

- Student and faculty input was presented to calendar committee in a previous year and declined. Concerns were expressed that the Calendar Committee will not accept proposal again.
- Discussion around non-class and non-working day – specific to MLK day, pushing back spring break. Faculty Senate reviewed last year.
- Jeffco Faculty member, votes yes for the spring break shift.
- Suggested to include two Jeffco school holidays; MLK Day and Labor Day.
- The last minute E-date shift was disruptive at the Geology Museum last year as well as for faculty.

# Family Friendly Campus Proposal (cont.)



## 3. Campus facilities opened during school holidays that are listed on Jefferson County, Boulder County and Denver County school calendars

- Faculty may be able to bring their children to work on days when they have no school. Input is needed from DHs, Deans, and other administrators as to how potential disruptions can best be managed.
- Monday Holiday Pilot Program – we propose putting together a small working group to discuss, coordinate, and organize a pilot program on campus.
- The program would consist of a series of child-friendly, on-campus activities for a portion of a Monday holiday in the Fall semester and another in the Spring semester.
- The committee would explore activities to be offered, work with the relevant functional areas to understand the boundary conditions and costs of offering these activities, coordinate volunteers, organize activity pre-registration, and manage the activity days.
- Activities might include Library time, Geology Museum, Recreation Center, Laboratory Tours, and others as appropriate.
- Relevant stakeholders would need to include representatives from the faculty, Research Council, Student Life, Library, Museum, AA, F&A, HR, and Compliance.

# Family Friendly Campus Proposal (cont.)



3. Campus facilities opened during school holidays that are listed on Jefferson County, Boulder County and Denver County school calendars

## Feedback:

- The addition of a small playground was suggested – it was noted that a playground is in the design phase at Mines Park.
- How do other schools accommodate these holidays? Kamini responded that though Mines is unusual in comparison, most schools don't close for the full winter holiday break that Mines offers.
- Suggested we provide minors sports camps over Jeffco breaks – similar to summer camps.
- Suggested we expand summer camp opportunities, offering full-day options, giving priority and discount to CSM faculty.
- Concerned that the Calendar Committee was against this option last year upon review.



# Family Friendly Campus Proposal (cont.)



4. **Joint family programs coordinated with sororities/fraternities and campus clubs on school holidays**
  - Currently, the sororities offer babysitting services several times a semester. We will coordinate with the sororities to better advertise these services on [family.mines.edu](http://family.mines.edu).
  - The Cheerleaders also host a cheerleading camp on a Saturday in both the fall and spring semesters. We will coordinate with the Cheerleaders to better advertise these services on [family.mines.edu](http://family.mines.edu).
  - The Greek community could be engaged as volunteers for activities organized outside of the Greek system. For example, could the Greek community provide volunteers for the Monday Holiday Pilot Program?

# Family Friendly Campus Proposal (cont.)



4. Joint family programs coordinated with sororities/fraternities and campus clubs on school holidays

## Feedback:

- Are there policies that address minors on campus? Jane responded that CSM has specific policies regarding minors on campus.
- Kirsten added that this should be open to group for level of interest as licensing is different for school age and pre-school (daycare).

# Family Friendly Campus Proposal (cont.)



## 5. Parental leave improvements – currently does not adequately extend to Faculty or Post-Docs (or anyone) in their first year

- Mike Dougherty has redrafted the existing parental leave policy that will be used as a basis for discussion on whether the new or revised elements in the policy meet the needs of faculty broadly.
- Currently, graduate students supported on RA or TA contracts may request up to 8 weeks for parental leave (the cost of this leave is shared between the PI/Program and OGS).
- Recognition must be made that any increase in leave benefit will likely result in an increase in the fringe benefit rate that is then charged to a research grant, department, or other program. Current fringe rates are:

FY2016 Fringe Benefit Rates	Academic Faculty	Research Faculty
PERA	18.65%	18.69%
Medicare	1.42%	1.45%
Health and Dental Insurance	17.80%	17.75%
Other Insurance	0.75%	0.74%
Vacation and sick payout	0.23%	2.14%
Prior years actual to estimate	0.51%	3.01%
	39.36%	43.76%

- There is some federal coverage for post-docs and graduate students for parental leave who are working on research grants – both NSF & NIH appear to have programs.

# Family Friendly Campus Proposal (cont.)



5. Parental leave improvements – currently does not adequately extend to Faculty or Post-Docs (or anyone) in their first year

## Feedback:

- Kirsten and Mike reviewed proposed revisions to Parental Leave Policy – *Primary Care Giver* was modified and *12-month waiting period* was removed from parental leave policy.
- It was noted that these policies will be added to the Family Friendly web page.
- Some agree with the increase in leave changes in exchange for the small increase to fringe benefit rates; some concerned that they still pay for this leave through the fringe rate.
- Suggested adding a list of Faculty (to FF web page) that have used NSF or NIH previously as resources to those reviewing options.
- Faculty member added that parental leave funds offered by certain sponsors (NSF/NIH) are difficult to get – PI pays portion of leave (6 weeks).

# Family Friendly Campus Proposal (cont.)



## 6. Diaper-changing facilities in all buildings, and mother's room for nursing

### - Diaper-changing facilities:

·At the end of Spring 2015 semester we had 53 baby changing stations on campus. Over Summer 2015 we installed 23 additional baby changing stations in both men's and women's restrooms such that there are at least two baby changing stations in each building.



·Appropriate signage has been added.

### - Family/gender neutral restrooms:

·There are family/gender neutral restrooms on campus and we are in the process of assessing the feasibility to renovate or add additional restrooms. This assessment will be completed Fall 2015.



·We have recently added a family restroom in Stratton Hall and the new football stadium and one will be added in CoorsTek Center.

# Family Friendly Campus Proposal (cont.)



## - Nursing mother's rooms:

- Student Center – renovation of an existing nursing mother's room is scheduled to be completed by the end of the Fall 2015 semester.
- Hill Hall – nursing mother's room is scheduled to be open by September 2015.
- Starzer Welcome Center – nursing mother's room is scheduled to be open by September 2015.
- CoorsTek Center – nursing mother's room is scheduled to be open by Fall 2017.
- Beyond the existing nursing mother's rooms, we encourage departments to identify appropriate space that could be dedicated to such usage. Once identified this information should be provided to the Office of Public Relations for inclusion on [family.mines.edu](http://family.mines.edu).

## Family Friendly Campus Proposal (cont.)



6. Diaper-changing facilities in all buildings, and mother's room for nursing

### Feedback:

- Suggested mapping/guided signage near entryways for restrooms.
- Asked if these rooms include microwave, fridge and sink – yes, these are all included in rooms.
- Suggested that we may want to look at offering nursing mother's rooms as a broader wellness room – to include those with medical issues.
- Faculty member stated that a room outside of the faculty lounge would be a plus.

# Family Friendly Campus Proposal (cont.)



## 7. 100% dependent tuition benefit at Mines and a dependent tuition exchange program between CSM and other universities, especially in Colorado

-Since its inception, the dependent tuition program has had good usage. The university expends between \$45,000 - \$65,000 annually in support of this program. As the program provides a 50% tuition benefit, a change to 100% tuition will require an additional program budget of at least \$50,000 - \$60,000+.

-As part of the regular budget process, we will determine the ability to increase this benefit and how it might relate to any implementation of a “Colorado exchange” or broader exchange program.

-Tuition Exchange.org Program has membership of ~ 600 universities (primarily private). The only Colorado institutions that participate in this program are Regis University and Johnson and Wales University. Any broadly impactful Colorado exchange would need to be created and negotiated with the other Colorado institutions along with a full financial analysis.



# Family Friendly Campus Proposal (cont.)



7. 100% dependent tuition benefit at Mines and a dependent tuition exchange program between CSM and other universities, especially in Colorado

## Feedback:

- Stated that this would be a major retention tool.
- It was stated that this benefit was offered at a women's college where a faculty member previously worked – same inflow/outflow issue. Suggested to discuss with other schools that may have similar inflow/outflow issues.
- Stated that they realize this is a much larger task that involves multi-institutional cooperation, but agrees this would be a huge perk.
- Noted that this is a benefit that could keep CO talent in CO.

# Family Friendly Campus Proposal (cont.)



## 8. On-campus daycare facility

-This recommendation has considerable ramifications and impacts on many fronts, therefore a comprehensive response will require additional time and consideration.

We note, however, the following items:

·We need to better understand the scale of the demand for such a facility. We can obtain estimates of the pool of participants based on insurance enrollment of faculty/staff. As these are only insurance datasets, a survey would need to capture not only true desire, but actual agreement to utilize the facility. Based on prior years insurance enrollment, the size of the potential participant pool is:

	Number of Employees With Dependent Under Age 6	Dependents Under Age 6
Faculty	100 (14% of all)	125
Classified Staff	15 (5% of all)	16

·There are many existing facilities in Golden as well as the surrounding communities of Arvada, Lakewood, and even Denver that provide daycare services, including Red Rocks Community College. A meeting is scheduled with Red Rocks CC to gather information regarding their daycare experience.

·We need to better understand the licensing considerations, insurance, safety, if the building used is cleared for children, food facility, etc.

·Space is a scarce commodity on campus, we will need to carefully assess the best location that will accommodate a daycare facility.

·We have contacted an outside professional to perform a formal feasibility analysis during the Fall semester.

·Met with Bright Horizons (Day Care provider) to discuss options.

# Family Friendly Campus Proposal (cont.)



## 8. On-campus daycare facility

### Feedback:

- Kirsten noted that we will conduct a feasibility analysis in full.
- Mike has met with Bright Horizons and noted that they offer: daycare, holiday options and senior care.
- It was stated that we are one of the only schools that does not offer on-site daycare – they believe this might've been the result of lower female population.
- On-site daycare would result in increased productivity.
- Red Rocks has a famous program.
- It was noted that faculty can be added to the wait-list for the daycare at the Fed Center.
- Are we exploring daycare options with full benefits or at a portion of the cost? Kirsten responded that we would explore a cost option.
- Positive feedback regarding the addition of on-site daycare at a portion of the cost.

# Family Friendly Campus Proposal (cont.)



## 8. On-campus daycare facility

### Feedback (cont.):

- Faculty member added they would be willing to pay more for on-site daycare.
- Faculty member noted that some faculty hire private in-home providers but need to take the day off if that provider is sick or not available. On-site daycare could resolve the issue (or backup daycare).
- Stated that this would be a huge benefit due to location and working hours – cost is not as much a concern. Agrees with prior concern/comment that we may end up turning people away.
- Suggested that we may have an opportunity with the on-campus day care or even summer care programs for elementary aged kids to integrate with STEM education research and potentially build a strong program around STEM education. CSM could be well positioned to start developing programs to train educators - either through curriculum, which is obviously something that would take a long-time, or with teacher training workshops and partnering with Red Rocks early childhood education program. Many of the teachers in the quality day care programs in Denver and the surrounding areas get their degrees at Red Rocks. It seems that there might be an opportunity here to do more than provide a faculty/staff benefit. For example, the day care at the Penn State Campus was staffed by education majors and the kids were subjects in education studies. Parents signed waivers for the studies upon enrolling their kids.

# Family Friendly Campus Proposal (cont.)



## ❑ Additional Feedback:

- Suggested speaking with the CSM Foundation on larger \$ recommendations. Kirsten added that more information will need to be gathered before approaching Foundation but that this is a possibility.
- Faculty member stated that their child's daycare starts at 8:15am – asked if we offer scheduling flexibility. Mike noted that the departments/directors set the schedule for faculty members – as long as departments are open/staffed from x-hour to x-hour. Noted that we may need to advertise this better and review how uniform schedule flexibility is across campus.
- Suggested for Jeffco faculty residents – add additional bus stops closer to Mines for pick up and drop off (currently 3 blocks away); would be able to arrive at work earlier with child and walk child to bus stop. Primarily Shelton and Mitchell Elementary.
- Suggested we provide informational seminars – *Planning for children – life insurance, wills, etc.; Planning for the care of sick parents; etc.*