



Childcare Report, August 2016
Yale Graduate Student Assembly (GSA)
Written and Compiled by Wendy Xiao, Bryan Yoon, and Alicia Steinmetz

I. Executive Summary	2
II. Introduction.....	2
III. History of Childcare Support at Yale.....	2
V. Core Issues and Recommended Solutions	4
VI. Future Directions.....	6

I. Executive Summary

The Graduate Student Assembly has solicited feedback from its constituents regarding access to childcare for graduate students. We have found that the issue is two-fold: not only are childcare options in New Haven limited in number, they are also beyond the budget of a graduate student stipend. Moreover, there is currently no program in place that can help offset the prohibitively expensive childcare cost for graduate student families. To address these hardships faced by graduate student parents, the GSA recommends the establishment of subsidized sliding scale spots reserved specifically for graduate students in Yale-affiliate childcare centers or, in lieu of that, the expansion of current facilities alongside a subsidy program for graduate students. These initiatives will relieve the substantial burden faced by current graduate student families both financially and academically, helping students focus on their thesis work, and subsequently decreasing time to graduation for many graduate student parents. The initiatives will also attract more competitive students to Yale who may otherwise choose to live in a more accessible and affordable childcare environment.

II. Introduction

- There are approximately **150 children** under four years of age with at least one parent identifying as a Yale GSAS student
- There are currently **7 Yale-affiliated childcare centers**

The following has been gathered from the **124 GSAS respondents** to the Graduate and Professional Student Senate (GPSS) subsidy program application:

- Median household income: \$50000
- Children under the age of 1: 59
- Children aged one: 43
- Children aged two: 36
- Children age three or younger: 153
- 15% of respondents are going into debt to pay for childcare, with an average debt per year of \$8600
- 26% of respondents live on a household income of \$35000 or less, or the equivalent of a single graduate student's income
- 19 respondents report not being able to afford any type of childcare in the form of nannies, babysitters, or daycare and provide full-time care for their children. This does not include additional respondents with school-aged children who do not need to pay for care.
- Yale-affiliated daycare have waitlists that may last several years

III. History of Childcare Support at Yale

- Lack of affordable childcare options on campus has **been a major concern among graduate students for more than a decade**. In response to large demonstrations and advocacy actions organized by students in the early 2000s, **the university performed a comprehensive review** on the existing childcare options, their affordability, and how the

university community members (e.g., students, faculty, staff) cope with the lack of affordable childcare options.

- The review was conducted by Bright Horizon Family Solutions (2004-2005), and its goal was to “develop a strategic childcare plan” (Yale University Summary of Childcare Survey Finding, Bright Horizon Family Solutions, 2005). Provost Hamilton and VP Pepper internally supervised this consulting project.
- The findings of this review led to the announcement of “**Enhancements in Yale’s childcare services**” by Provost Hamilton and VP Pepper (Nov 10th, 2005). The highlights of the announcement are as follows:
 - “...the **call for an increase in center-based childcare slots stimulated our initial review** and remains a key issue, ...”
 - “Yale **plans to build a new childcare center on or near campus** to increase substantially the availability of infant-toddler and preschool center-based care. The University is currently engaged in discussions with a local childcare provider regarding operational responsibility for the new center.”
 - Provision of “**back-up care at the new center**”
 - “to pilot a program to **expand the capacity and quality of existing center- and family-based childcare in the New Haven area** through the creation of a Yale-affiliated network”
 - “The University will provide space and financial **support for core staffing for a childcare cooperative** operated with parent participation.”
 - “The University will provide **support to certain Yale-affiliated programs to allow them to expand sliding scale tuition** and scholarship assistance.”
 - “... a new position, the Director of Staff Diversity and WorkLife, whose responsibilities will include **high level coordination and oversight of childcare services available to faculty, staff, and students.**”
- **Most of the initiatives presented by the administration did not come to fruition** or their result did not benefit students:
 - New childcare centers – The new centers built since 2005 (the Nest and the Phyllis Bodel South) have **limited capacity and their admission policy prioritizes certain groups within the Yale community** (e.g., female science faculty or medical school faculty), **and have minimal effect, if any, for graduate students with children.**
 - **WorkLife office (or its staff) does not currently provide help in finding family-based childcare centers**, and there is no coordination and oversight of childcare service for students.
 - There is **no co-op supported by the university**, and graduate students are often discouraged from joining the existing co-ops in the New Haven area.
 - As of now, **Calvin Hill Day Care Center is the only Yale-affiliated center that provides sliding scale tuition.** The center already had sliding scale prior to 2005.
- There have also been **some monumental improvements made by the GSAS**. Under Dean Butler’s leadership, the GSAS implemented the **full health plan coverage program for GSAS students with children and parental relief program**. These two

programs alone make Yale stand out among its peers. Yet, the childcare cost and availability problems remain unsolved for all graduate students.

IV. Current graduate student families at a glance

- Mean childcare costs in New Haven for Yale-affiliated centers are **\$1709 per month** for infants/toddlers under the age of 3 and \$1464 per month for non-Yale centers. This is a \$500 per month or **\$6,000 per year increase** since 2005 for each child.
- The minimum graduate student stipend in 2005 was about **\$18,000 compared to \$29,650** in the 2016-2017 academic year. This means that, in order to remain a graduate student in good standing, nearly all post-tax income of the graduate student parent will be spent on childcare.
- The total **12-month living cost** for a single PhD student, according to the Yale GSAS website, is **\$28,700**.
- **3 new centers** have been built since 2005: The Nest, Phyllis Bodel South, and Bright Horizons. The Nest prioritizes female faculty in science in its admission policy, Phyllis Bodel South mostly accepts medical school faculty and staff, and Bright Horizon on West Campus is inaccessible for many student families unless they work on West Campus. In short, the expansion of the childcare facilities, which have more than doubled the total capacity across Yale affiliated centers, has had minimal effect on improving childcare availability for graduate students.
- Yale graduate student families have received a **comprehensive health insurance plan** through Yale Health since 2005
- Yale GSAS students (both male and female) have been eligible for a minimum of 8 weeks parental leave since 2007.
- Students with children report delaying their dissertation progress by at least one semester due to their childcare burden.
- Community centers that offer sliding-scale payment options do not consider Yale graduate students to be low-income families, but rather families at a low-income stage of life. As a result, they do not offer spots to Yale student families.
- The **7 Yale-affiliated centers** currently have a **total of 438 spots**, **14** of which are occupied by children of Yale graduate and professional students, **8** of which in turn are children of graduate students in the Graduate School of Arts and Sciences.
- Yale currently offers backup babysitting services, but the service is not well-known and difficult to use.

V. Core Issues and Recommended Solutions

Va. Expansion Initiatives

One straightforward way for Yale to help graduate student parents is to expand existing childcare facilities, and guarantee that new slots will become available specifically for the children of graduate students.

- Yale should honor the 2005-2006 initiative promises and expand the childcare facilities on campus in the manner that truly benefits students.

- Yale could provide clearer, more transparent guidelines for its affiliated centers on priorities in admissions policies to make sure that graduate students are getting a fair chance to have their children enrolled. In particular, we would like to see monitoring of the rejection rate for students, faculty, and staff. The Provost's Office should also relinquish some control of the admission decisions for the Yale-affiliated centers to ensure transparency and fairness in childcare center admission procedures.
- The current Childcare Coordinator Office, which currently acts as a referral resource, can offer more extensive services specifically for the needs of graduate students, including an up-to-date tally of availability among affiliated centers, redesigning the website, and keeping information on how graduate students have dealt with the challenge of finding affordable childcare.

Vb. Subsidy Program

Yale can join the majority of its peer institutions in offering need-based stipends to graduate student parents. Because of high childcare costs and limited availability, many students seek childcare outside of the New Haven area, and/or move to nearby suburban towns. A need-based stipend has the benefit of being a flexible resource to parents who find many different solutions to dealing with childcare costs. While the findings of this report emphasize the need for more long-term solutions in increasing affordability and availability of childcare resources to Yale graduate students, a stipend is an immediate way to help graduate student parents as we seek long-term solutions.

- Out of the Ivy League schools, Brown, Columbia, Cornell, UPenn, and Princeton all offered childcare stipends in 2015-2016. Please see Appendix 1 (Family Friendly Policies for Graduate Students at 11 Peer Institutions) for a comparison of stipend programs and other resources at Yale and its peer institutions. The most generous stipend program is currently Princeton University, which offers up to \$5,000 per year per child for up to two children.
- Yale should offer equal childcare stipends and leave policies to students who have children and students who adopt children.
- Yale's policy of allowing only one parent to take leave if both parents are Yale graduate students presumes that only one parent needs to bond with a newborn child or newly adopted child.

Vc. New Resources

Yale can also commit to reserving space for family friendly programming and resources for graduate students in the building projects it has ahead in upcoming years.

- The establishment of a Family Resource Center to provide a physical home for Childcare Coordination at Yale. This could be a committed space for parents to get and share information, hold family friendly programming on a regular basis, meet other families at Yale, and even access baby changing stations and lactation rooms. One model to emulate is the Family Resource Center at UPenn.
- Yale can offer free access to Care.com in addition to Care Advantage for all Yale students, faculty, and staff with children.

VI. Future Directions

Outlined below are possible actions that Yale may take to mitigate the substantial financial hardship of having young children as a Yale graduate student family. Yale graduate students, for the most part, have dedicated their prime child-bearing and child-rearing years to the pursuit of higher education and training. This decision should not come at the cost of becoming indigent should they decide not to put off starting a family for that entire duration.

- Current Yale-owned buildings such as the Divinity School and White Hall house two Yale-affiliated childcare centers: The Nest and Edith B Jackson. As these buildings undergo renovation in the upcoming years, the capacity for both centers should be expanded to accommodate more slots.
- Yale can pioneer the addition of a cooperative childcare facility managed by a childcare coordinator but heavily subsidized by graduate student parents who work as certified teachers in exchange for childcare. This way, the families with the greatest need will not have to provide full-time care for their children.
- Not all students seek full-time care, but most centers do not offer part-time packages, so setting up a system of babysitting scripts would be cost-effective and alleviate a substantial burden of care. Yale could subsidize the training for student parents to become certified providers (already subsidized by other organizations in New Haven).
- Yale can work with the state and municipal governments to expand current public preschool programs in New Haven and the surrounding cities so graduate student families will have affordable options once their children reach age 3.

Other considerations:

- Yale's policy of allowing only one parent to take leave if both parents are Yale graduate students presumes that only one parent needs to bond with a newborn child or newly adopted child. Graduate student families are essentially "punished" for having two parents affiliated with Yale. Family leave policy can be adjusted to allow both parents to take equal leave.
- New Haven is becoming a destination for more and more young professionals as additional businesses take root in the city. The demand for affordable childcare will be higher as new families compete for a limited number of existing childcare spots.
- By reducing childcare burden on student families, students will be able to finish their dissertations and graduate faster, reducing their cost of support by the graduate school.

Family Friendly Policies for Graduate Students at 11 Peer Institutions

University	Parental Leave	Back-up Care	Availability	Grants	Health Insurance	Other
Yale	1 semester ¹	40 hours - \$7/hr ²	7 affiliated, 1 has sliding scale ³	---	Free for family (children and spouse) ⁴	
UPenn	8 weeks ⁵	5 days - \$5/hr ⁶	1 affiliated, 2 semi-affiliated ⁷	\$4,000 need based ⁸	\$3,248 spouse; \$3,248 child ⁹	Family Center; free access to Care.com ¹⁰
Cornell	6 weeks ¹¹	---	1 affiliated ¹²	\$3,800/\$2,500 \$400 for summer camp ¹³	\$5,280 spouse; \$3,702 for all children ¹⁴	Dependent Care Consultant ¹⁵
Brown	8 weeks ¹⁶	---	2 affiliated ¹⁷	Up to \$4,000 ¹⁸	\$3,451 dependent ¹⁹	
Princeton	1 semester ²⁰	100 hours - \$2-4/hr ²¹	2 affiliated, 8 additional ²²	\$5,000 per child ²³	\$1,900 spouse; \$950 child ²⁴	Carebridge Child Care Resource ²⁵
Columbia	1 semester ²⁶	100 hours - \$2-9/hr ²⁷	8 affiliated, 4 additional ²⁸	\$2,000 for children under 5; adoption grant of \$5,000 ²⁹	\$4,160 for student, spouse, and 1 child ³⁰	
University of Chicago	2 quarters ³¹	---	2 on campus, 2 affiliated ³²	\$2,000 ³³	\$3,432 spouse; \$3,432 child ³⁴	Child care referral program; family resource center ³⁵
Stanford	2 quarters ³⁶	---	8 affiliated with student priority in 2 ³⁷	---	\$6,492/yr for spouse and child ³⁸	
Duke	8 weeks ³⁹	---	2 affiliated, plus Duke Partnership Centers ⁴⁰	\$5,000 need based ⁴¹	\$6,884 for family ⁴²	
Harvard	6 weeks ⁴³	---	6 affiliated, 1 with sliding scale ⁴⁴	---	\$5,472 spouse; \$2,868 child ⁴⁵	
MIT	8 weeks ⁴⁶	10 days - \$5/hr ⁴⁷	5 affiliated ⁴⁸	---	\$4,188 family ⁴⁹	Two on campus apartment buildings with family resources ⁵⁰

¹ <http://gsas.yale.edu/life-yale/partners-families/graduate-students-children>

² <http://www.yale.edu/hronline/backupcare/>

³ <http://www.yale.edu/hronline/worklife/ccd.html>

⁴ Cost to enroll spouse (approx. \$4,000/yr). Free to enroll family (spouse and children).

⁵ <https://provost.upenn.edu/policies/pennbook/2013/02/13/family-friendly-policies-for-phd-students>

⁶ <http://www.familycenter.upenn.edu/backupcare.php>

⁷ At the affiliated center, Penn Rate is available to faculty, staff, students, and UPHS employees. The Assistant Rate is available only to faculty and staff. The 2 semi-affiliated centers reserve 50 spaces for Penn faculty and staff. <http://cms.business-services.upenn.edu/childcare/about/general-information/31-tuition-general-information.html>; <http://cms.business-services.upenn.edu/childcare/temporary-childcare/other-child-care-services.html>

⁸ <http://www.familycenter.upenn.edu/grants.php>

⁹ 2 or more children cost \$6,492 to enroll. <http://www.vpul.upenn.edu/shs/psipinsurance.php>

-
- 10 http://www.familycenter.upenn.edu/resources_and_benefits.php
- 11 Either 1) six-week paid accommodation (eight weeks for cesarean) or 2) up to one year of reduced-load student status not counting toward time-to-degree. In certain cases, both are possible. *Graduate and Professional Student Parental Accommodation*. Cornell University Policy Library. Policy 1.6. <https://www.dfa.cornell.edu/sites/default/files/vol1-6.pdf>
- 12 https://www.hr.cornell.edu/life/support/c4_faq.html
- 13 Up to \$3,800 for Infant/Toddler/Preschool; \$2,500 for School-Age; \$400 for summer camp (maximum award of \$5,000 for families with more than one child). <http://studentparents.dos.cornell.edu/child%20care%20grant%202015-16%20US%20student.pdf>
- 14 http://studenthealthbenefits.cornell.edu/benefits/enroll_waive_appeal/dependents.cfm
- 15 <http://gradschool.cornell.edu/life-cornell/partners-and-families/cornell-resources-students-children>
- 16 <http://www.brown.edu/academics/gradschool/graduate-school-handbook-information-all-graduate-students#childbirth>
- 17 <http://www.brown.edu/academics/gradschool/childcare>
- 18 <http://www.brown.edu/about/administration/human-resources/sites/brown.edu/about.administration.human-resources/files/Child%20Care%20Subsidy%20Overview%202016.pdf>
- 19 \$6,902 for 2 or more dependents
- 20 <http://www.brown.edu/about/administration/insurance/sites/brown.edu/about.administration.insurance/files/uploads/Dependent%20Enrollment%20Form%202015-2016-1.pdf>
- 21 <https://gradschool.princeton.edu/policies/childbirth-and-adoption-accommodation>
- 22 It is \$4/hr for home care; \$2/hr for center care. <http://www.princeton.edu/hr/benefits/worklife/backup/>
- 23 <http://www.princeton.edu/hr/benefits/worklife/child/>
- 24 <https://gradschool.princeton.edu/costs-funding/sources-funding/loans-and-assistance/ccap>
- 25 <https://uhs.princeton.edu/sites/uhs/files/SHP-Design-and-Benefits-Summary-2015-16.pdf>
- 26 <http://www.princeton.edu/hr/benefits/worklife/child/>
- 27 <http://gsas.columbia.edu/content/suspension-responsibilities-childbirth-policy>
- 28 <http://worklife.columbia.edu/backup-care>
- 29 <http://worklife.columbia.edu/affiliated-child-care-centers#section0>
- 30 <http://gsas.columbia.edu/student-parents>
- 31 <http://gsas.columbia.edu/content/columbia-health#insurance>
- 32 Each quarter seems to be approximately 2 months. <https://studentmanual.uchicago.edu/parents>
- 33 <https://childcare.uchicago.edu>
- 34 http://grad.uchicago.edu/life_community/student_parents/child_care_stipend_application_spring_2014/
- 35 <https://studenthealth.uchicago.edu/page/dependent-coverage-2015-2016>
- 36 http://grad.uchicago.edu/life_community/student_parents/family_resource_center/
- 37 <http://gap.stanford.edu/5-9.html>
- 38 2 centers also offer reduced tuition rate for grad students living in family housing. <https://cardinalatwork.stanford.edu/benefits-rewards/worklife/children-family/on-site-child-care>
- 39 <https://vaden.stanford.edu/insurance/dependent-coverage/cost>
- 40 https://gradschool.duke.edu/sites/default/files/documents/policy_parental_accommodation.pdf
- 41 The 2 affiliated on-site centers cater exclusively to faculty, staff, and graduate students. The Duke Child Care Partnership provided nearly \$1 million in grants to area child care centers to improve child care and expand space for infants and toddlers. Duke Partnership Centers offer priority to Duke faculty, staff, and students.
- 42 https://gradschool.duke.edu/sites/default/files/documents/policy_parental_accommodation.pdf;
- 43 <http://www.hr.duke.edu/benefits/family/care/dccp/>
- 44 Confirmed by staff member at the Graduate School. <https://gradschool.duke.edu/financial-support/child-care-subsidy>
- 45 https://www.bcbsnc.com/assets/studentblue/pdfs/U9200a_Duke_Rate_Sheet_2015-16_FINAL.pdf
- 46 https://www.gsas.harvard.edu/family_accommodations/family-friendly-policies-frequently-asked-questions.php
- 47 <http://hr.harvard.edu/childcare/>
- 48 A second child costs \$1,444 to enroll. <http://hushp.harvard.edu/rates-plan-dates>
- 49 <http://odg.mit.edu/gpp/registration/changes/childbirth-accommodation-maternity-leave/>
- 50 <http://hrweb.mit.edu/worklife/backup-child-care-students>
- 51 <http://childcare.mit.edu>
- 52 <https://medical.mit.edu/sites/default/files/enroll.pdf>
- 53 <http://odg.mit.edu/community/resources-for-grad-families/>