

Review the guidelines to accept more faculty and staff children into child care programs on campus and (if funding is available) create a fourth center.

CURRENT CHALLENGE:

Fresno State Programs for Children include three centers. The campus Children's Infant/Toddler Center, The Campus Children's Preschool Center and the Joyce M. Huggins Early Education Center. The centers provide services for children between ages of 3 months and 12 years. It is a great program that provides services to our students but is limited to faculty and staff. When I was pregnant with my first child I signed up in the waiting list since I was pregnant. At that moment I was a part time student and full time employee. This was 10 years ago, I never made it to get a spot in the program and I was referred to an off campus daycare.

PROPOSED SOLUTION:

I would suggest to review the guidelines to accept more faculty and staff children into the program and if funding is available create a fourth center. Since there would be a fee for this service there would be revenue to support the growth of the program.

BENEFITS TO FRESNO STATE:

On-site day-care programs are reliable, safe and convenient care for faculty and staff children.

Benefits for employers: increases loyalty to organization, lessens absenteeism and tardiness, boosts morale, attract, develop and retain more diverse faculty and staff.

Benefits for employees include: decreases stress, reduces commuting time, increases job satisfaction.

Therefore, encourages productivity, boosts morale and loyalty. Happier faculty and staff provide a better service to our students and services would be less interrupted. As a single working parent I truly believe that this would be an investment in our dynamic work environment to attract, develop, and retain, diverse faculty and staff.

ADDITIONAL INFORMATION: