



1986

Commission for Women - 1986 Letter from Judy Webster to Chancellor Reese re Establishment of a Childcare Facility for UTK

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The University of Tennessee, Knoxville
Commission for Women

March 13, 1986

Chancellor Jack Reese
527 Andy Holt Tower
Campus

Dear Chancellor Reese:

The Commission for Women has, for a long time, supported the establishment of a childcare facility for the UTK campus. The members of the Commission have been pleased by your commitment to providing this service if and when funding is available.

The Commission realizes that all persons with children who want to use this facility will not be able to do so. It is clear that an application process will be necessary to determine admission into the facility. Such things as financial level, marital status, and commuting distances should be considered. Clearly, the children of a single woman/man with a household income of \$14,000 per year should be admitted to this facility before the children of a dual-career couple with combined earnings of \$50,000 per year.

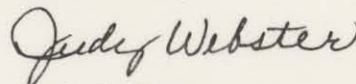
The Commission recommends that this facility be operated with the highest standards. Excellent resource facilities and personnel should be available to provide top-flight opportunities in a UTK daycare facility. We recommend the formation of an external review board which would periodically evaluate the facility for adherence to minimum standards and suggest areas in which higher standards should be implemented.

The Commission believes that there would be many advantages to the campus if a childcare center were established. Among these are decreased employee absenteeism, increase in quality of job performance and morale, and improvement in our ability to attract and retain qualified staff.

The enclosed list of issues was developed by members of the Commission for Women and was discussed at our March 6th meeting. We would like to take this opportunity to inform you of our discussion of the ways in which a center might be implemented. This list is not presented as an exhaustive one but as a catalyst for discussion.

Thank you for your continued support of the work of the Commission for Women.

Yours truly,



Judy Webster
Chair, Commission for Women

Enclosure
cc: CFW Members
Denise Harvey

The University of Tennessee, Knoxville
Commission for Women

CHILD CARE CENTER FOR UTK CAMPUS
ISSUES FOR DISCUSSION

COSTS:

- start-up costs to be born by the University
- charge to participants for use of facilities
- contract with private company
- grant funding
- federal funding
- possibility of franchise operating facility

SERVICES AVAILABLE TO:

- full-time employees
- part-time employees
- faculty
- staff
- students

QUALIFICATION CRITERIA

- needs based (salary, single parent, commuting distance)
- length of service
- waiting list
- full-time staff vs. part-time or students

TYPES OF SERVICE:

- infant care
- pre-school age
- after school care for all ages
- emergency care (school closing)
- sick care
- expanded operation for summer
- drop-off service
- evening service] (these two items to accomodate evening school
- weekend services] students and 2nd & 3rd shift employees)
- service to be provided during quarter breaks

QUALITY OF CARE:

- custodial child care/basic babysitting
- minimal licensing requirements
- high quality care (define this term)
- educational programs for all children all the time
- provide a model program (what's the effect of competing with private companies)

The University of Tennessee, Knoxville
Commission for Women

QUALIFICATIONS OF DAY CARE CENTER EMPLOYEES

- certified teachers
- professional day care workers
- health care professionals
- supervised field experience for students (not to be exploited as a
cheap labor source)