

Vanderbilt University Child and Family Center

Advisory Task Force

2018-19 Findings and Recommendations

*Report compiled by Kathleen Seabolt and Brette Farrelly on
behalf and with approval of Advisory Task Force members
4-12-2019*

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Executive Summary

Vanderbilt Child and Family Center (VCFC) is a department of Business Services in the Division of Administration at Vanderbilt University. The VCFC Advisory Task Force (ATF) was formed in fall 2018 to assess the current programs, resources, and services provided by the department, to research the changing and complex needs of working families at Vanderbilt and to make recommendations that align with FutureVU Guiding Principles. This paper documents the VCFCATF activities in response to the precise charge 'to build on strengths of the current program'. Specifically, the VCFCATF addressed four domains of study: the scope of services provided to the Vanderbilt Community, the accessibility to the early childhood care and education programs (tuition and wait list), the creation of a professional development and compensation philosophy for ECE staff, and the physical manifestation of the program's vision in a new facility or facilities. Full outcomes and recommendations are detailed in this report. A summary of action items identified by the VCFC ATF is as follows:

1. **Scope of Services:** Update and improve VCFC website, consider adjustments to hours of operation, expand lactation room listing.
2. **Accessibility:** Address the need for additional capacity via the June 30, 2020 recapture of the 132 child care slots currently occupied by VUMC and construction of a new facility.
3. **Professional Development & Compensation:** Partner with Peabody researchers, resulting in reciprocity for their leading VCFC professional development workshops, effective May 2019; implement of weekday in-service dates, beginning August 2020; ongoing VCFC market-wage adjustments provide a competitive compensation structure to recruit and retain highly-qualified early childhood educators (two cycles of these adjustments have taken place between 2018 and 2019).
4. **Facility:** Purchase furniture and equipment – with potential to be transferred to a new facility – made with Forest Stewardship Council certified wood from responsibly managed forests, and that is BPA- and PVC-free, to invest in current classrooms and playgrounds; partner with steering committee to select architecture firm Lord Aeck Sargent to conduct feasibility study for new facility.



Advisory Task Force Overview

The Vanderbilt Child and Family Center (VCFC) Advisory Task Force (ATF) was established to assess the current programs, resources and services VCFC provides, to research the changing and complex needs of Vanderbilt's working families, and to understand and recommend how the department can best serve the Vanderbilt community. The ATF composition of senior leadership, faculty and staff exemplifies successful collaboration, broad based inquiry and faculty shared governance. Stakeholder representation includes VCFC Staff Members, faculty appointed through coordination with the Office of the Provost and representation from the Division of Administration. The Advisory Task Force first met on October 2, 2018 and was precisely charged to build on strengths of the current program, specifically addressing the following components:

VCFCATF Members

VCFC staff:

Samantha Barclay, 19th Ave. Preschool Teacher and USAC Representative;
 Shenika Cawthon, 18th Ave. 0-2s Teacher;
 Christina Weathers, 18th Ave. Preschool Teacher;
 Amber Williams, 19th Ave. Site Director.

Faculty appointees:

Vivian Gama, Assistant Professor of Cell and Developmental Biology;
 Amanda Rose, Professor of Law;
 Jason Valentine, Associate Professor of Mechanical Engineering.

Administration:

Camilla Benbow, Dean of Peabody College of Education and Human Development;
 Tassany Henderson, Program Coordinator Transitions Programs;
 Eric Kopstain, Vice Chancellor for Administration;
 Laura Nairon, Associate Vice Chancellor for Business Services.

Committee Chair:

Kathleen Seabolt, Executive Director – VCFC

Project Manager:

Brette Farrelly, Senior Business Analyst – Business Services

1. Scope of services provided to the Vanderbilt community
2. Accessibility to the early childhood care and education programs (tuition and wait list)
3. Creation of a professional development and compensation philosophy for ECE staff
4. Physical manifestation of the program's vision in a new facility or facilities

The committee next met on November 1, 2018 and determined to manage the charge by creating four sub-groups of three to four members each, meeting bi-monthly to support focused research. The ATF as a whole met again in January 2019 to share findings and updates. Committee recommendations, detailed later, were reviewed in March 2019 to support publication of this report.

Vanderbilt Child and Family Center Background and Overview

The Vanderbilt Child and Family Center (VCFC) was founded 36 years ago in 1983 through the advocacy of employee parents, in partnership with the Women's Center, to find a solution for affordable child care. The services offered have since expanded to include support for Vanderbilt families across the spectrum of life.

Early Childhood Education (ECE) at Vanderbilt

Chancellor Zeppos articulated in spring 2018 that

Vanderbilt University invests in early childhood education:

1. As a reflection of our academic mission and values
2. In support of Vanderbilt's Academic Strategic Plan
3. As a laboratory school in partnership with the Peabody College of Education to contribute to and benefit from the application of research in the field of Early Childhood Education
4. To provide child care to faculty, staff, students and post-docs; as an employer of choice, to attract and retain top talent while enabling their best work, knowing their children are safe and cared for in an environment that is conducive to their natural curiosity

Vanderbilt Child and Family Center's early childhood program is founded on social-constructivist pedagogy and offers a play-based, multi-disciplinary approach to early learning, asserting that children actively construct their knowledge and understanding of the world

Vanderbilt Child and Family Center Mission Statement

VCFC provides support and resources to the community of Vanderbilt families across the spectrum of life. As reflected in our provision of new parent support, early childhood education, family life resources, and elder care support, CFC values the university's commitment to the education of the whole person and cultivation of lifelong learning.

based on experiences and social interactions. Children are viewed as capable and competent as they construct knowledge; play is honored as the most efficacious learning method, and the role of the teacher is to develop a positive, nurturing relationship with the child and scaffold meaningful learning experiences. The Whole Child (mind, body, spirit) is honored in this approach to early learning. Vanderbilt considers the children in this program the university's youngest students.

VCFC provides licensed care to 367 children from ages six weeks through six years across three centers and engages in ongoing program quality improvement informed by metrics developed by and for the Early Childhood Care and Education (ECE) field. In the three centers (18th Avenue, 19th Avenue and Edgehill), 235 spots are designated for children and dependents of university students, faculty and staff, and 132 spots for those of medical center employees. These split entity designations are in effect through June 2020, at which point all available slots will be designated for children and dependents of university families. To provide context, VCFC managed five centers through June 2018; as of July 1, 2018 VUMC took responsibility for management of the Belcourt and Patterson centers. These two sites now solely provide care for children and dependents of VUMC families. To support VUMC in creating child care capacity, VCFC established a Service Level Agreement to provide 132 child care enrollment spots within its three centers for VUMC-affiliated families through June 2020. When these 132 spots revert back to VU in summer 2020, the majority of the university waitlist will be alleviated.

Waitlist Management

The Vanderbilt Child and Family Center early childhood education program experiences an extensive waitlist (roughly 135 children are on the wait list at a given time). All full-time, benefits eligible Vanderbilt University employees and degree-seeking students may apply to the

waitlist for enrollment at a VCFC site. A parent or guardian must submit the registration form with a \$50 non-refundable application fee to be put on the waitlist, which is applied toward the \$100 enrollment fee once the child accepts an offered slot. Applicants are informed at the time of application that a start date cannot be guaranteed or predicted. Waitlist times vary, and families have been on the waitlist for periods ranging from six months to two-plus years; these timeframes are consistent with waitlists seen in the Nashville area as well as nationally. Enrollment is offered based on sibling priority and the date the application is received, dependent upon alignment of the child's age with the age-specific classroom availability.

In 2018, the ECE program was redesigned to transition children annually in August to their next classroom age group. As such, the waitlist is most considerably alleviated in August, when new slots become available due to attrition and matriculation. When the existing VUMC SLA ends June 30, 2020, the slots designated for children of VUMC families will revert to VU designation. This change will enable VCFC to enroll approximately 150 children of university families, which is a majority of its existing waitlist. Enrollment and slot offerings will be dependent upon the child's age at that time and classroom availability by age, privileging younger siblings of currently enrolled children.

Program Quality

Early Childhood Education program quality is widely linked to adult-to-child ratios, group size and staff training. VCFC provides higher ratios (i.e. more teachers per child) and lower group sizes than Tennessee requires for licensed care, and participates in the Department of Human Services [Star-Quality Child Care Program](#), a voluntary program recognizing child care agencies exceeding licensing standards. Program quality also relates to parent perception of care and documented child outcomes. VCFC completed a parent survey in August 2018 (aligning

with DHS licensing requirement) to serve as a baseline for the efficacy of actions taken over the 2018-2019 program year. VCFC families will next be surveyed in May 2019.

Community Impact & Diversity

Community impact includes university-based inter-departmental partnerships and extends into the Nashville community. Beginning in spring 2018, VCFC's early childhood program partnered with the Peabody College of Education and Human Development to support early childhood education research. This partnership demonstrates the highest integrity in pursuit of beneficial knowledge, supporting researchers to collaborate with VCFC while ensuring the child care programs remain play-based and child-centered.

To support development of a high quality ECE workforce, VCFC's commitment to workforce development goals include: engaging Peabody students as interns, participating in Nashville youth outreach workforce development programs, and networking with Nashville agencies and organizations to provide meaningful professional development content and mentor the emerging ECE workforce. Additionally, VCFC identified a partnership with the Next Steps program in November 2018, welcoming its first intern in January 2019.

In an effort to understand how early childhood education programs can be more inclusive of neurodiversity, VCFC initiated and participated in a conversation with the Frist Center for Autism and Innovation in April 2019. The potential for impact includes engaging Vanderbilt students to apply their personal expertise to help VCFC administration and staff better understand how the physical facilities and early learning teaching strategies can be more responsive to and inclusive of all learners. Additionally, VCFC sought this partnership to establish early childhood education workforce pathways, specifically to recruit talented teaching candidates living with neuro-diverse conditions.

Advisory Task Force Subgroups and Recommendations

1. Scope of Services

Key areas of study included the schedule and hours of child care operation, the completeness and accessibility of information on the VCFC website, back-up child care needs and the need for input from the broader Vanderbilt community on these topics.

Hours of Operation

Current operating hours reflect the expressed child care needs of VUMC staff, likely due to the medical field's standard 12-hour shifts. Inquiry regarding current usage by university families – through analysis of ProCare child care management software program drop-off and pick-up times – does not demonstrate the need for VCFC's centers to open at 6:00am, as less than 10% of currently enrolled families arrive prior to 6:30am for morning drop-off. Continuous

analysis of usage patterns will inform future program hours for the fiscal year 2021 (post-VUMC SLA).

Communications

A Communications Plan was adopted in October 2018 to provide a tactical structure to communicating the strategic vision. Under this plan, VCFC has an opportunity to publicize its resources to the Vanderbilt community. Kathleen and Laura provided an update to the Faculty Senate in November 2018, and presented to the Division of Administration leadership in December 2018. Samantha and Kathleen presented to USAC in January 2019. Additional strategies include designing a more user-friendly website that is easier to locate (April 2019 launch), as well as the 2018 implementation of a quarterly publication and continued quarterly

Current VCFC Scope of Services

12-month Child Care

- *Open from 6:00am–6:00pm Monday–Friday*
- *3 child care centers with a total capacity of 367 (235 VU slots currently)*
- *Centers are closed during University holidays and dates of closure, including winter break*

Resources for a Healthy Pregnancy

- *Provides list of community classes and services available to expectant mothers*

Breastfeeding Resources

- *Map of lactation rooms on campus*

Back-up Child & Adult Care

Elder care support group, monthly noon

Speaker series & monthly newsletter

Links to resources for tutoring, summer programs

Town Hall Meetings. VCFC Family Services Coordinator Alice Shi has sought wider distribution channels for the Elders, Boomers & More newsletter, and hosted a Summer Camp Fair to bring K-12 vendors on campus.

Lactation Support

In 2018, VCFC began a thorough inventory of the lactation rooms. VCFC does not sponsor lactation rooms, but advocates for them, which requires partnership for communication with the various departments. Lactation rooms in medical center-managed buildings reverted to VUMC management after the 2016 VU-VUMC legal separation. In response, Alice created an updated map for VU-managed lactation rooms and this is now embedded on the [VCFC website](#).

Back-up Care Needs

Vanderbilt Child and Family Center has an existing agreement with Care.com to prioritize the needs of Vanderbilt University students, faculty and staff for emergency backup care. Through Advisory Task Force discussion, parent focus groups and the community child care survey (detailed below), it was determined that the current backup care offering is underutilized. Families most often do not feel comfortable having an unknown care provider in their homes, and thus prefer to make alternate back-up care arrangements. Given these findings, VCFC will allow the Care.com agreement to expire in June 2019 and will instead list Nannies of Green Hills – a local, female owned care provider – on its website as a resource.

Community Survey

The Scope of Services working group developed the Division of Administration Childcare Survey that was released to approximately 12,000 Vanderbilt employees on March 18, 2019. Survey questions were intended to gauge community awareness of and interest in the child

care available through VCFC, and to assess satisfaction by those who utilize the services. A summary of survey results can be found in the appendix of this paper.

2. Accessibility

In 2017, Vanderbilt Child and Family Center began to think critically about the needs of the university's working parents and assess the enrollment of the existing early childhood program. VCFC embraces the opportunity to meet the needs of the university's working parents, but does not currently have the physical capacity to meet the expressed child care need of faculty and staff, as indicated by the current wait list. This reality reflects the current "child care desert" in the Nashville metro region (and across the United States.) While termination of the SLA with VUMC in June 2020 will release 132 spots back to VU families, it is anticipated that creating additional enrollment capacity, especially serving children ages 0-2 years, would best meet Vanderbilt working parent needs. VCFC is researching the construction of a best-in-class early learning facility; content on how the Advisory Task Force facility sub-group has collaborated with the steering committee is provided in section 4. Facilities, below.

From a financial accessibility aspect, Vanderbilt Child and Family Center seeks to be affordable to every employee of Vanderbilt University. One way to increase affordability, identified early on by VCFC executive leadership, was to develop a financial aid model for children enrolled in VCFC in the likeness of Opportunity Vanderbilt. The Opportunity Vanderbilt financial aid model for undergraduate students ensures that the financial needs of all students is met, and no student graduates with loans. In this way, VCFC would provide financial assistance to Vanderbilt families, ensuring that the price of quality care and education for the youngest Commodores is not prohibitive to any community member. The accessibility sub-

group met with Vanderbilt's legal department to research how to implement an Opportunity Vanderbilt-inspired tuition structure and what the tax implications might be for parents and guardians. This inquiry will require much more research with specialized professionals to find a sustainable solution for VCFC.

3. ECE Professional Development & Compensation Philosophy

Professional Development

The National Association for the Education of Young Children (NAEYC) asserts that “professional development is a continuum of learning and support activities designed to prepare individuals for work with and on behalf of young children and their families, as well as ongoing experiences to enhance this work” (NAEYC 2017, Professional Development). Within the past decade the Vanderbilt Child and Family Center professional development (PD) calendar had teachers coming to work 10 Saturdays per year for training (providing additional compensation through overtime.) This design disenfranchises teachers who, for religious reasons, cannot participate on a Saturday or Sunday. In January 2018, this was reduced to three full day trainings on Saturdays, balanced with the adoption of a teacher cohort learning model that meets once monthly as a lunch-and-learn or on weekday early evenings. Parent initiative for VCFC staff to have weekday, compensated, professional development and in-service dates is documented in the September 2018 focus group activities and is strongly proposed by the Advisory Task Force. There was further parent advocacy for this in the March 2019 CONNECT Meeting (parent-led teacher appreciation group). The SLA with VUMC creates constraints to implementing in-service days, and therefore weekday in-service dates will commence in the program year beginning July 2020.

In addition to professional development, credentialing has been identified as an opportunity to enrich teacher quality. Current staffing plans for the 2019-2020 program year have 85% of classrooms across the three sites staffed with a Lead Teacher that holds a BA/BS degree or higher; 100% of Pre-K rooms will be staffed with a Lead Teacher with an MA/MS. In August 2018, there was a surge of ECE staff returning to college, either to complete a bachelor's degree or to begin the pathway to the Child Development Associate credential. This pattern has continued in 2019, as additional teachers have signed up for coursework that will increase their qualifications. The Advisory Task Force professional development sub-group made a strong recommendation in November 2018 to ensure that all early childhood educators understood their opportunity to access continuing education resources. Specific resources were compiled on a one-page document and provided to site directors to release to all ECE staff, embedding the distribution as part of the quarterly performance check-in activity. This organized content includes Vanderbilt tuition support and three Tennessee State-Funded Programs, the details for which can be found in appendices A and B.

Compensation Philosophy

It is VCFC's philosophy to respectfully compensate teachers, recognizing the important and essential work of early childhood education. VCFC set a goal to ensure staff compensation exceeds Nashville ECE market level by FY19, to attract and retain highly qualified teaching staff. Wage adjustments were implemented in FY18 and FY19 to achieve this goal.

4. Facilities – Collaboration with Facility Steering Committee

In spring 2018, a strategic vision for Vanderbilt Child and Family Center facilities was articulated to VCFC staff and administration. The findings of the Advisory Task Force, chaired by

Kathleen Seabolt, will inform the Facility Steering Committee, chaired by Michael Perez, on the expression of programmatic and mission-driven design. An illustration of the Advisory Task Force and Facility Steering Committee relationship and structure is provided in Appendix C of this paper. Spaces will be designed to inspire social, affective and cognitive learning, support educators by serving as a “third teacher” and align with FutureVU guiding principles of developing and promoting a community environment that is welcoming, and where an appreciation of differences can be shared with opportunities to make healthy connections.

In July 2018, Vanderbilt Child and Family Center submitted a proposal to Vice Chancellor Eric Kopstain seeking approval to launch a study for the physical manifestation of the university’s early childhood care and education vision in a new facility, with consideration for ideal capacity, aspirational building standards and reflection of the FutureVU guiding principles. The proposal precisely articulated the following:

Vanderbilt invests in early childhood care and education as a reflection of its academic mission and values, in support of Vanderbilt’s Academic Strategic Plan, in partnership with the Peabody College for Education, and to attract and retain talented faculty, staff, students and post-docs while providing outstanding early childhood care and education. Additionally, there is need for inquiry into maintaining or expanding existing elder care services in response to faculty and staff expressed need and usage.

Building on the cornerstones of joyful and creative open inquiry learning, pedagogy that reflects a whole-child teaching perspective, a commitment to early childhood education workforce development, and research to construct knowledge, the study will inform strategic decision making with regard to service offerings, capacity, tuition structure, professional standards and the physical expression of Vanderbilt’s values in a best-in-class early childhood

center. A Steering Committee (members to right) was established as a governing body for the new facility design and construction (committee structure in Appendix C) and an Advisory Task Force comprised of faculty, staff and stakeholders. Final recommendations will be presented to executive leadership.

In researching the feasibility for a new facility, firms were contacted with a Request for Quotation. From the responses, a short list of firms received a Request for

Proposal for the development of a master plan. The members of the ATF Facilities sub-group leaned in to partner with the Steering Committee and selected Lord Aeck Sargent (LAS) as the architecture firm to lead this work. In March 2019, LAS met with Kathleen and teacher cohorts from each child care center to engage in activities for initial data gathering. Additional meetings will engage more stakeholders throughout the spring and summer, including parents and children.

Current Facility Improvements

While a new facility is designed and constructed, Vanderbilt Child and Family Center has meanwhile identified opportunities for the current child care centers to more strongly align with Nature Education principles. There has been significant investment over the past six months, wherein every classroom and playground received updated furniture with wood products made with Forest Stewardship Council certified wood from responsibly managed forests, and that is BPA- and PVC-free. These pieces will all be transferrable to the new facility,

Facility Steering Committee

Mike Perez, Associate Vice Chancellor for Facilities, Chair
 Eric Kopstain, Vice Chancellor for Administration
 Kathleen Seabolt, Executive Director of the Vanderbilt Child & Family Center
 Laura Nairon, Associate Vice Chancellor for Business Services
 Camilla Benbow, Dean of the Peabody College of Education
 Eric Bymaster, Associate Vice Chancellor for Finance
 Keith Loiseau, Director of Architecture and Construction
 Mark Petty, Assistant Vice Chancellor for Plant Operations

once complete, making tomorrow's investment today. Opportunity also exists to reevaluate the practice of Art Education to more strongly reflect the university's sustainability goals. Teachers training on "loose parts pedagogy" has been provided, and teachers are encouraged to safely integrate upcycled materials into projects and active playscapes. VCFC recognizes that children are highly innovative when confronted with flexible materials – such as the opportunity of an empty cardboard box – and seeks to establish interdepartmental connections that will direct clean, upcycled paper and cardboard to classrooms for the children to invest with a second life.

Outcomes

The Vanderbilt Child and Family Center Advisory Task Force contributed meaningfully to the assessment of the current programs, resources and services provided by the department. Many recommendations made over the winter 2018-19 had immediate positive impact for all people using services as well as for improving workplace conditions for the VCFC workforce. The activities scheduled under the ATF strengthened relationships among members across disciplines and departments through the common purpose of identifying effective solutions and giving recommendations for VCFC to appropriately respond to the changing and complex needs of working families at Vanderbilt. The value for relationship cannot be overstated nor its efficacy as a foundation for effective problem-solving.

Appendix

Appendix A

State-Funded Tuition Assistance Programs

[Tennessee Reconnect](#) is the State of Tennessee's initiative to help adults enter higher education so that they may gain new skills, advance in the workplace, and fulfill lifelong dreams of completing a degree or credential. Tennessee Reconnect is one major initiative of the Drive to 55, which is focused on helping adults 25 and older enter postsecondary education. The programs of Tennessee Reconnect directly focus on the fourth strategy of Drive to 55, which is to create opportunities for adults to finish a degree or credential that they have started. The overarching Tennessee Reconnect initiative is made up of several state and local efforts that aim to increase support to and opportunities for adults returning to higher education through programs that directly support adult learners and collaborate with institutions, communities, and employers. The Community College Reconnect Grant is a pilot, last-dollar scholarship program that began fall 2016. Grant funds will be applied after all other gift aid is applied. Tennessee residents who have earned at least 30 credit hours toward an associate degree, enroll in at least 9 credit hours per semester, and have not been enrolled in a postsecondary institution at least 1 year prior to application, will be eligible to receive a last-dollar scholarship. Students must maintain continuous enrollment, satisfactory academic progress, and a 2.0 GPA.

[Tennessee Promise](#) is both a scholarship and mentoring program focused on increasing the number of students that attend college in Tennessee. It provides students a last-dollar scholarship, meaning the scholarship will cover the cost of tuition and mandatory fees not covered by the Pell grant, the HOPE scholarship, or the Tennessee Student Assistance Award.

Students may use the scholarship at any of the state's 13 community colleges, 27 colleges of applied technology, or other eligible institution offering an associate degree program. While removing the financial burden is key, a critical component of Tennessee Promise is the individual guidance each participant will receive from a mentor who will assist the student as he or she navigates the college admission process. This is accomplished primarily via mandatory meetings that students must attend in order to remain eligible for the program. In addition, Tennessee Promise participants must complete and submit eight (8) hours of community service per term enrolled, as well as maintain satisfactory academic progress (2.0 GPA) at their respective institution. *TN Promise is for recent high school graduates seeking an associate's degree, while TN Reconnect is for adult learners*

The Tennessee Early Childhood Training Alliance ([TECTA](#)) is a statewide system established to provide affordable professional development with academic degree credit possibilities for Tennessee's early childhood education personnel. The TECTA system is funded through and dependent upon annual grants from the Tennessee Department of Human Services (DHS) to Tennessee State University (TSU). Any Tennessee resident who works in a state regulated early childhood facility in Tennessee is eligible for TECTA assistance. Candidates for CDA assessment must meet the guidelines for submission of materials to the CDA Council. The TECTA statewide management office will award assessment fee scholarships, as funds are available, on a quarterly basis to candidates who have completed required steps.

Appendix B

Vanderbilt Sponsored Tuition Support

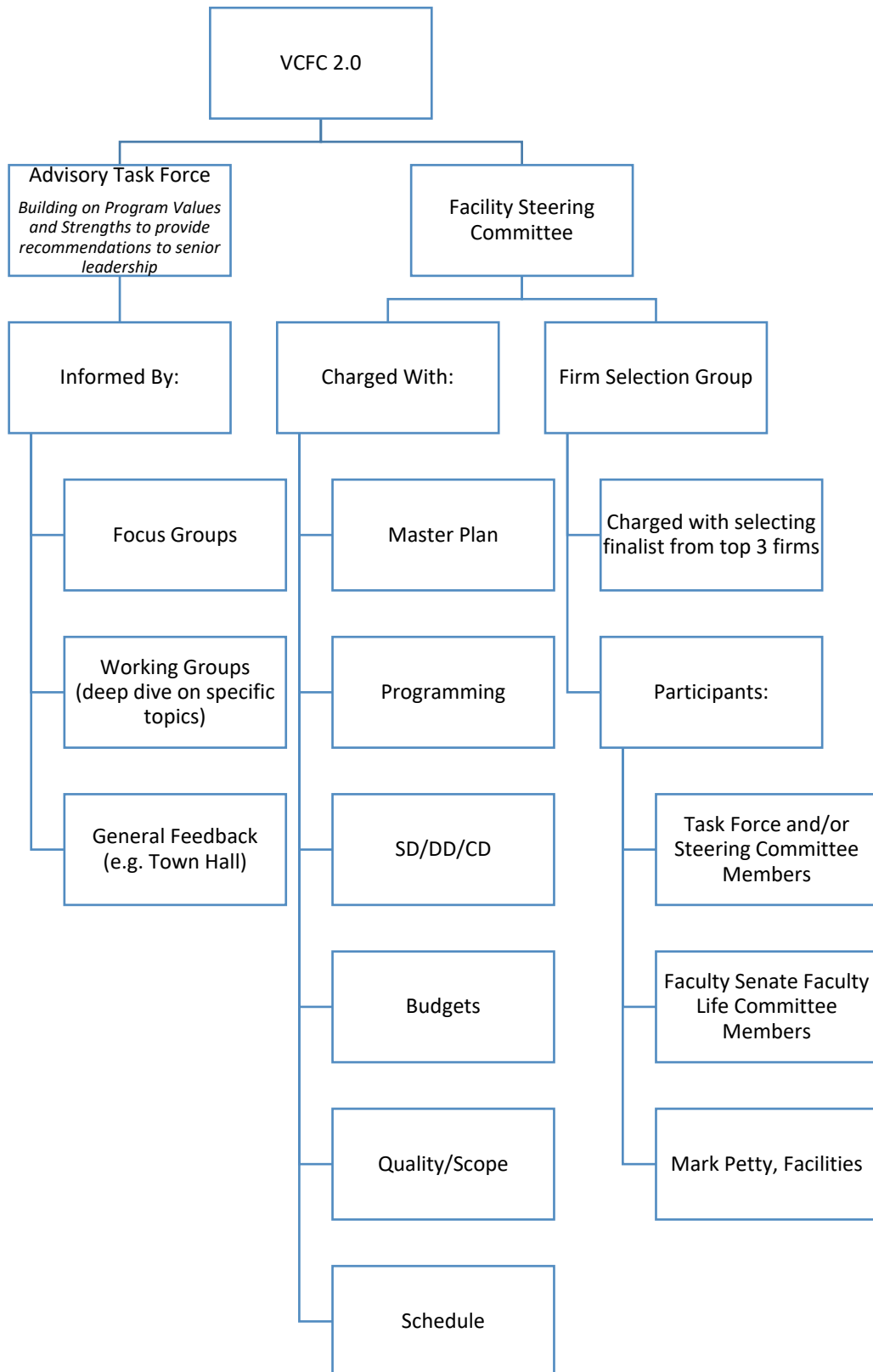
<https://hr.vanderbilt.edu/policies/faq-employee-tuition.php>

What is the tuition benefit if I attend Vanderbilt? For employees attending Vanderbilt, the benefit will provide a 70% discount of your tuition cost for one three-hour course per term. For spouses, the benefit will provide a 47% discount on one class attended at Vanderbilt per semester, which will be taxable to the staff member. These discounts will appear on the student's account.

What is the tuition benefit if I attend another college or university? For employees, the benefit will reimburse 70% of your tuition cost for one three-hour course per term. Upon submitting the Request for Reimbursement form, staff members who attend a college or university other than Vanderbilt will be reimbursed on a future payroll check.

Appendix C

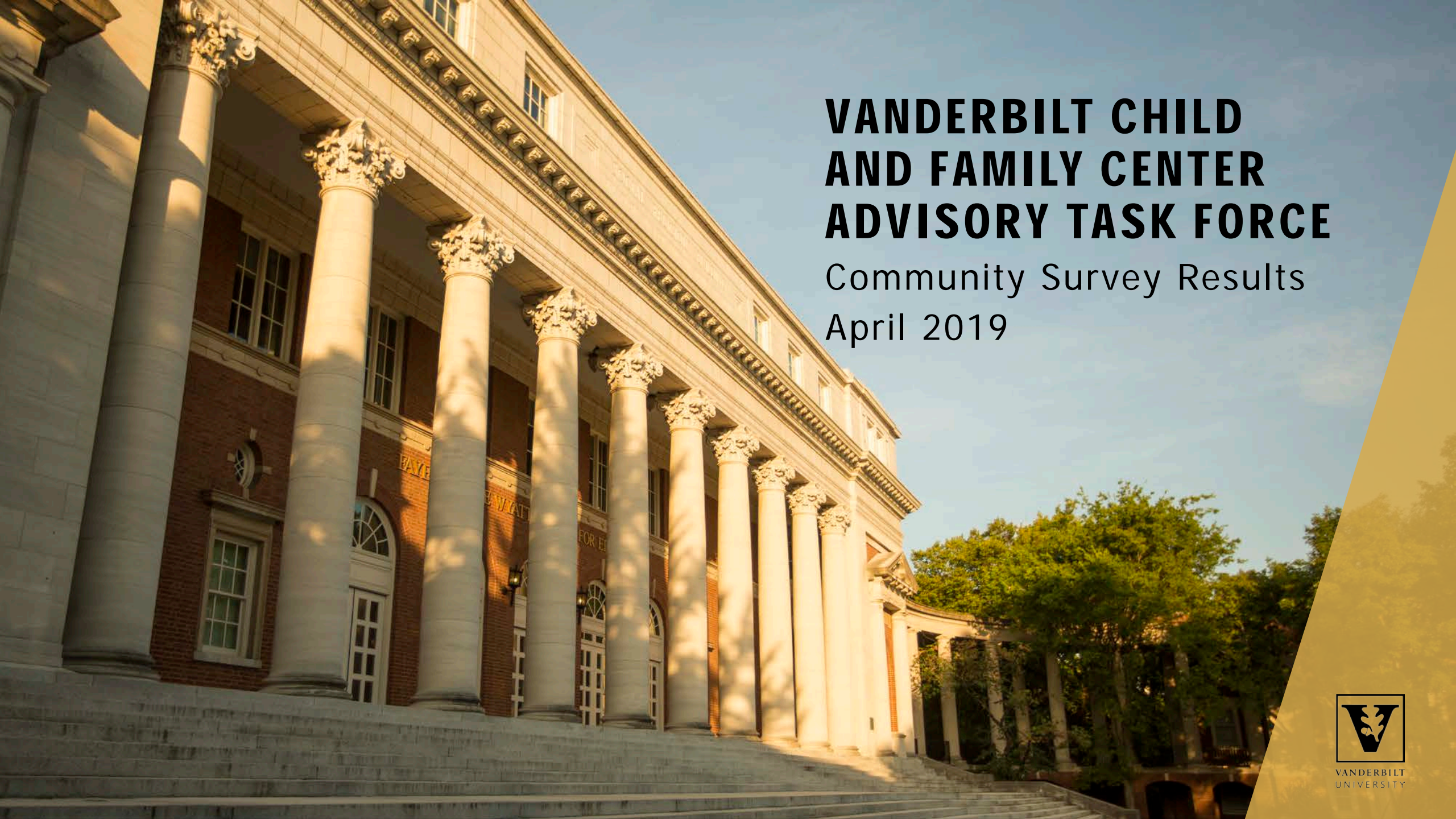
New Facility Oversight Organizational Structure



Appendix D

Vanderbilt Community Child Care Survey Results

The below slides summarize responses from the Child Care survey that was distributed in March 2019 to the Vanderbilt community. Responses have been filtered to those who currently have children under 6 (regardless of whether they are enrolled in a VCFC center or elsewhere), and those who may have children in the next three years.

A photograph of a grand, classical-style building facade, likely a library or administrative building at Vanderbilt University. The building features a prominent portico with a series of tall, white, fluted columns supporting a heavy entablature. The lower portion of the building is constructed of red brick with arched windows and doorways. The scene is captured from a low angle, looking up at the columns, with long shadows cast across the steps leading up to the entrance. The sky is a clear, bright blue.

VANDERBILT CHILD
AND FAMILY CENTER
ADVISORY TASK FORCE
Community Survey Results
April 2019



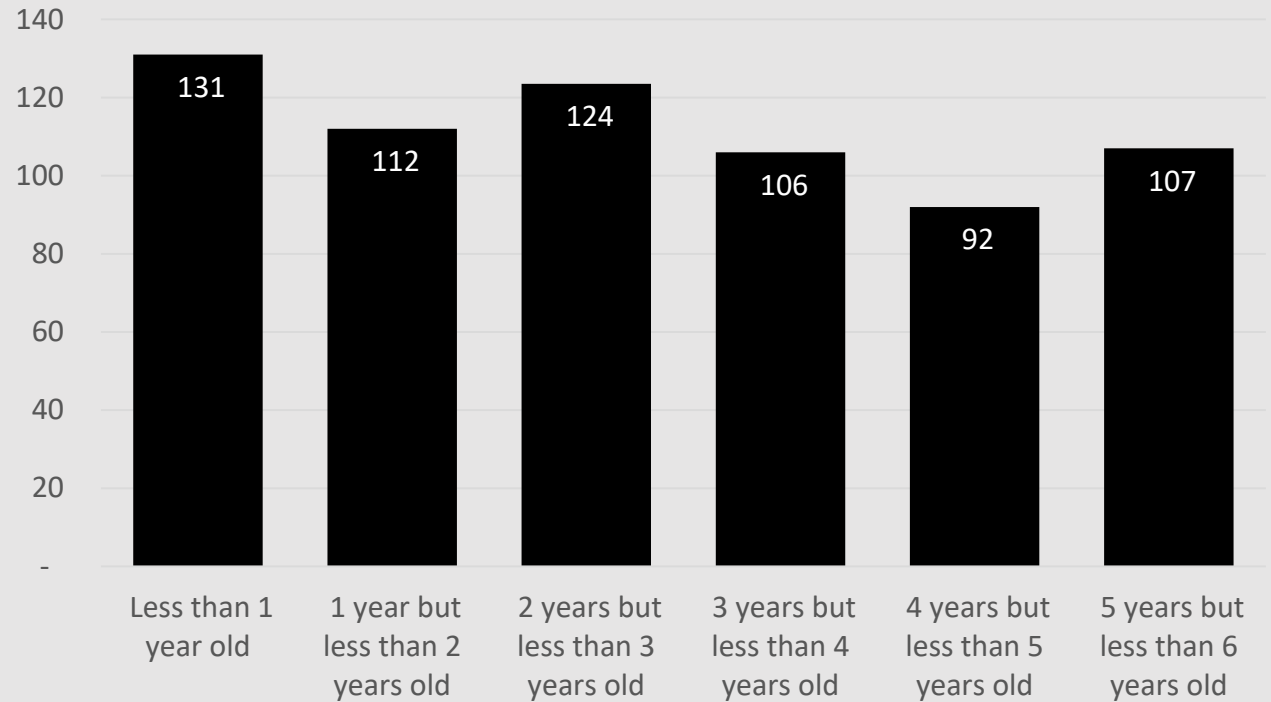
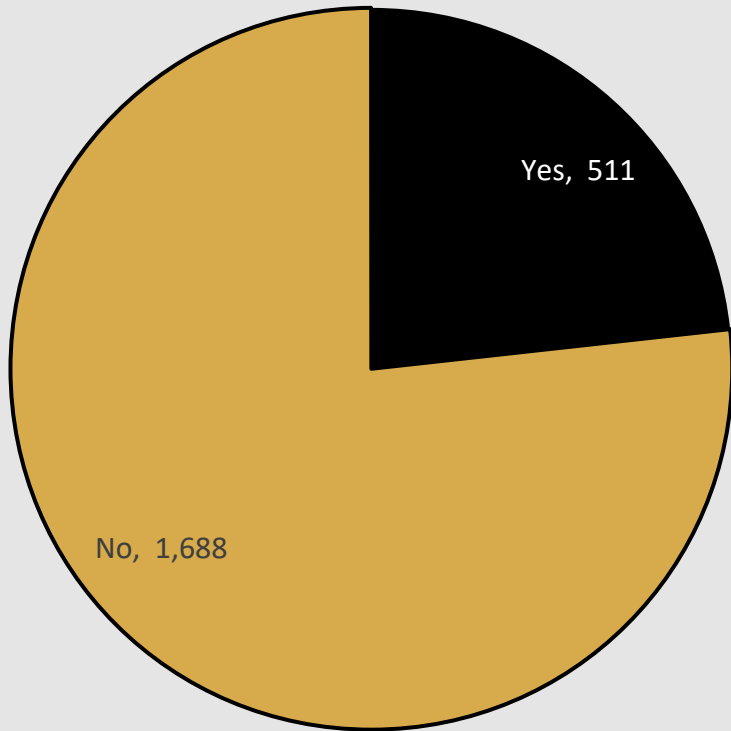
VANDERBILT
UNIVERSITY

THE SURVEY

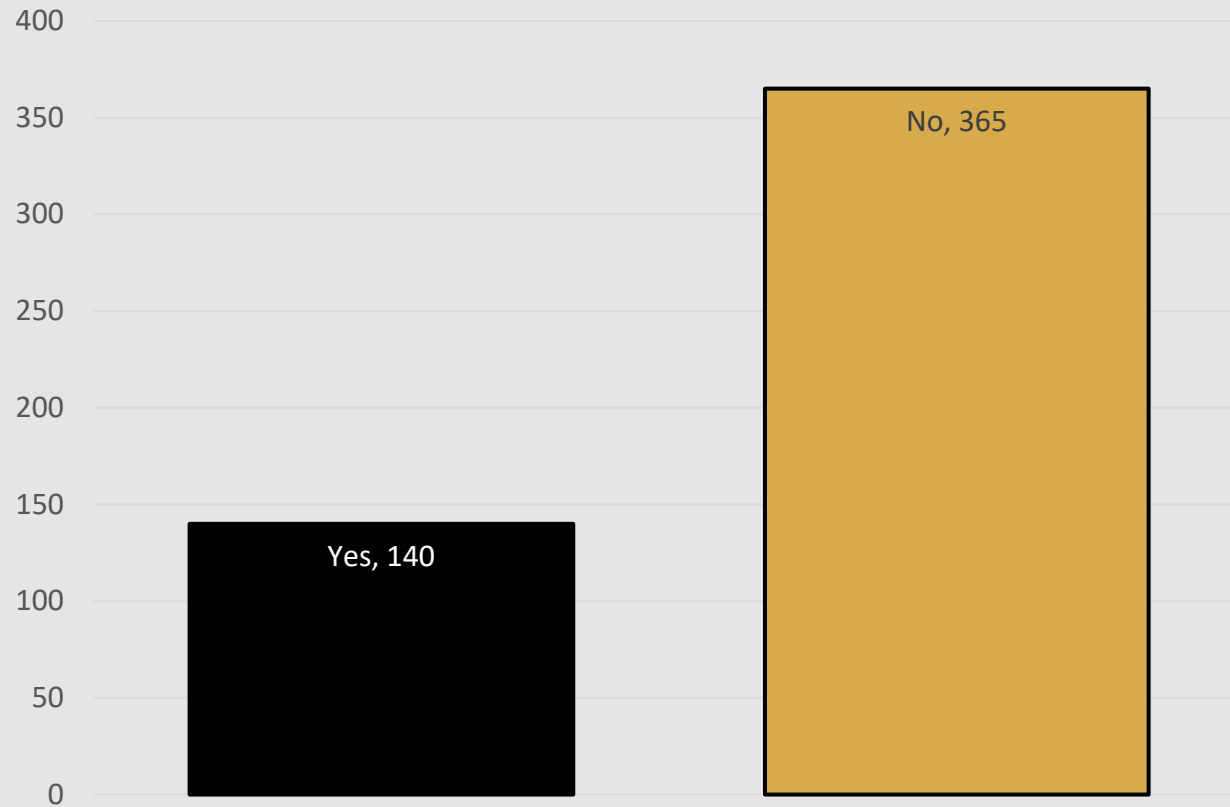
- The VCFCATF Child Care Survey was distributed in conjunction with a campus-wide commuter survey to 12,000 Vanderbilt community members
- The survey was open from March 14-29, 2019
- The VU Community was made aware of the survey through both a direct email and MyVU articles
- **2,304** community members responded to the survey
 - Of those, **511** responded “yes” to having children or dependents under the age of 6 and an additional **326** responded “yes” to anticipating having children or dependents in the next three years
- Survey results will be utilized by the ATF and VCFC leadership to inform decision making regarding VCFC’s scope of services and its new facility

DO YOU CURRENTLY HAVE CHILDREN OR DEPENDENTS UNDER THE AGE OF 6?

Please indicate the number of children or dependents you have in each of the following age groups:

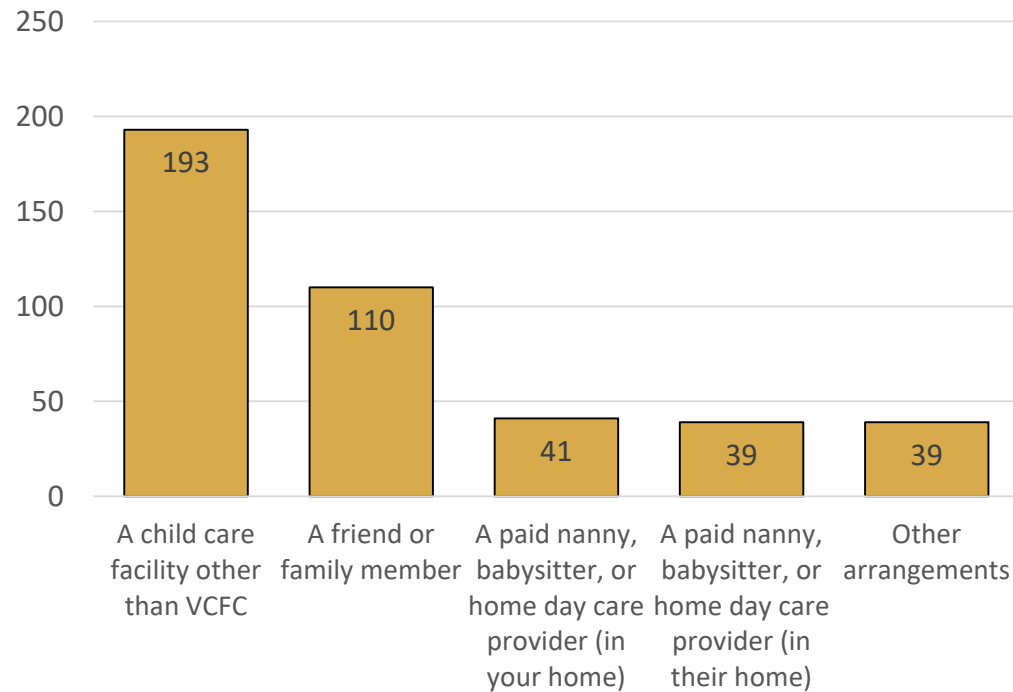


DO YOU SEND ONE OR MORE CHILDREN OR DEPENDENTS TO THE VANDERBILT CHILD AND FAMILY CENTER?

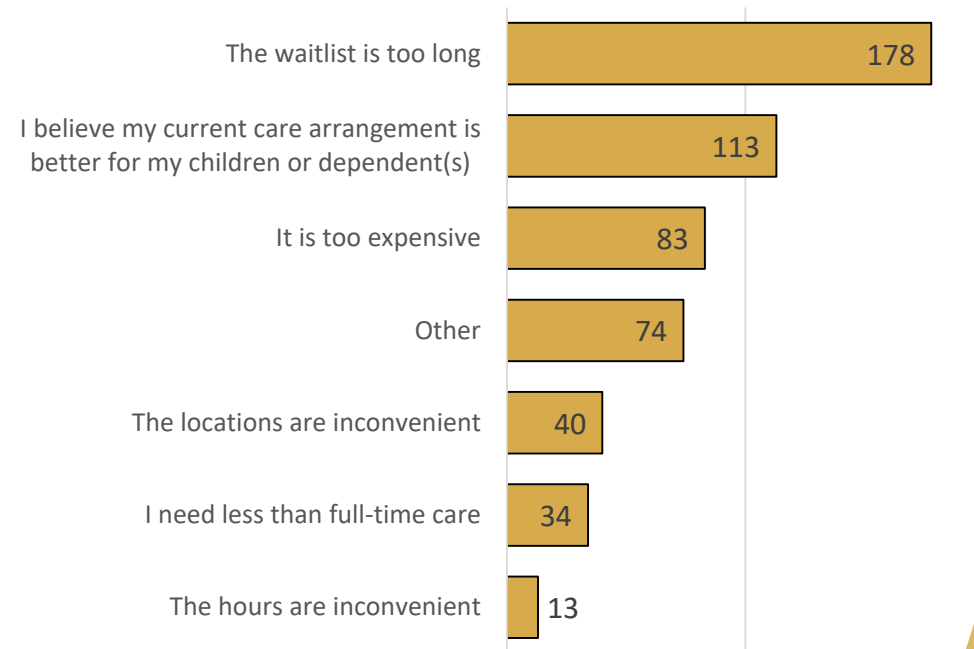


FOR THOSE WHO DO NOT SEND THEIR CHILDREN TO VCFC:

Who watches your children while you are at work?¹



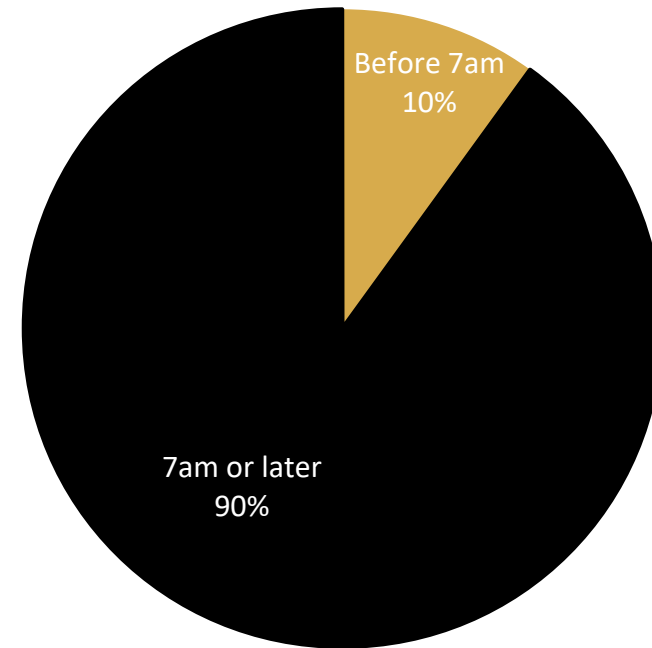
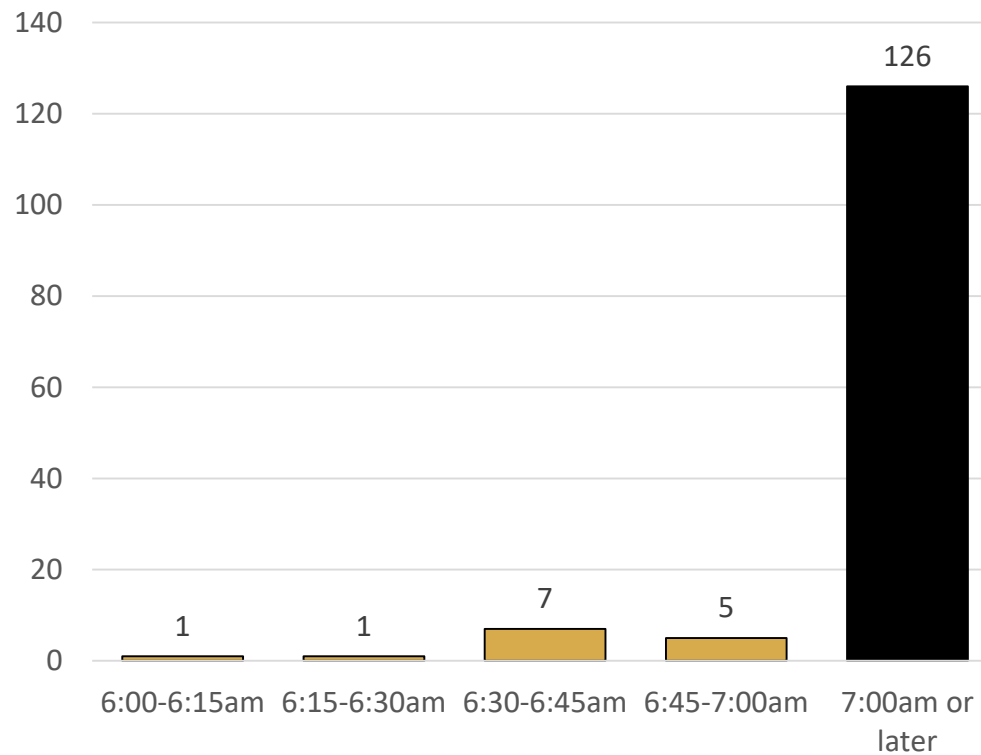
What is the primary reason you do not use VCFC?¹



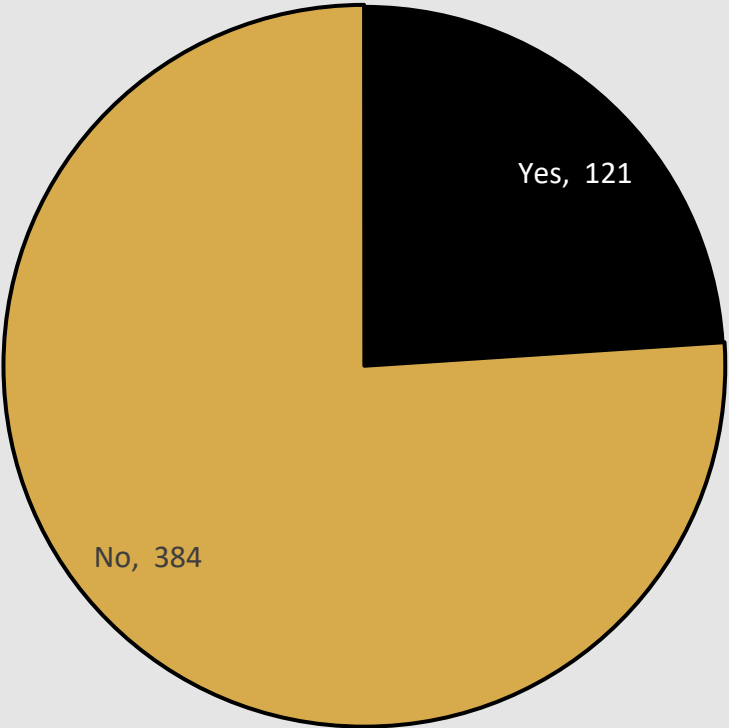
¹Respondents were able to select more than one response

OF PARENTS WITH CHILDREN ENROLLED IN VCFC:

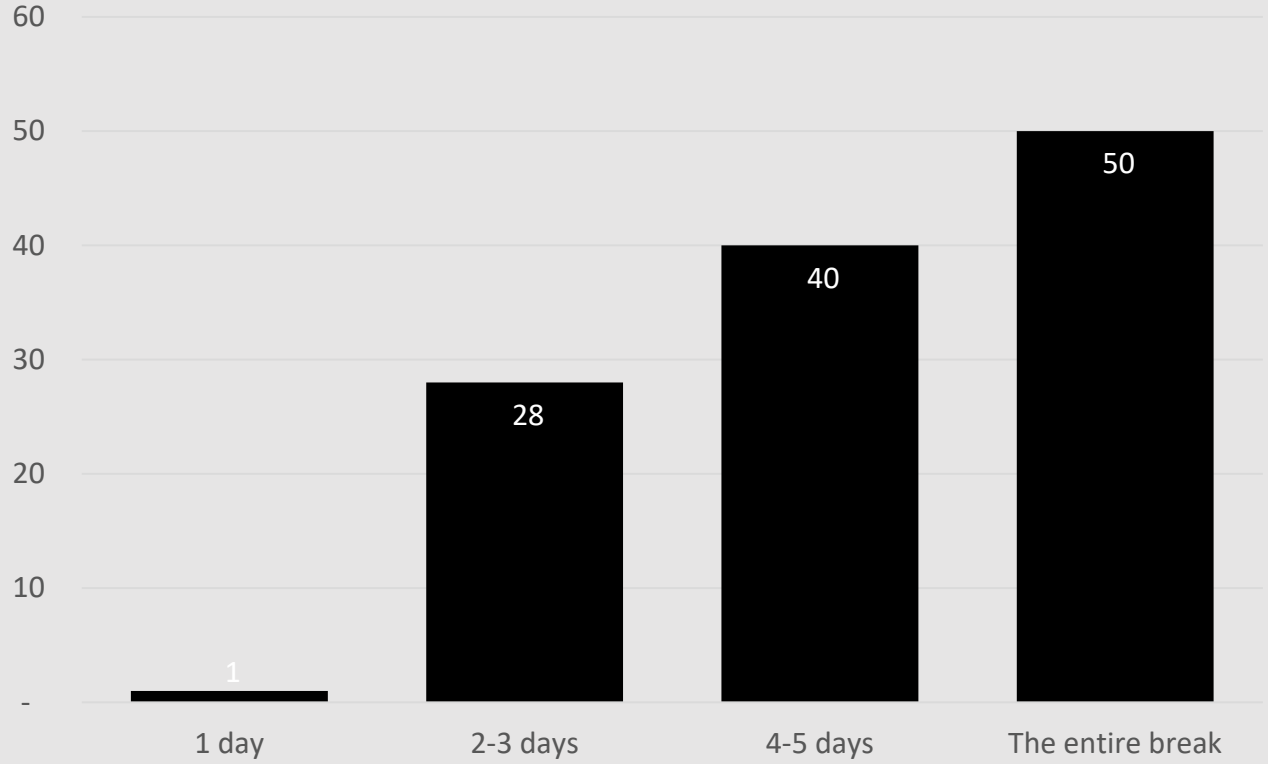
Which is your preferred AM drop-off time?



DOES YOUR CURRENT ROLE REQUIRE THAT YOU WORK ON-CAMPUS DURING WINTER BREAK?

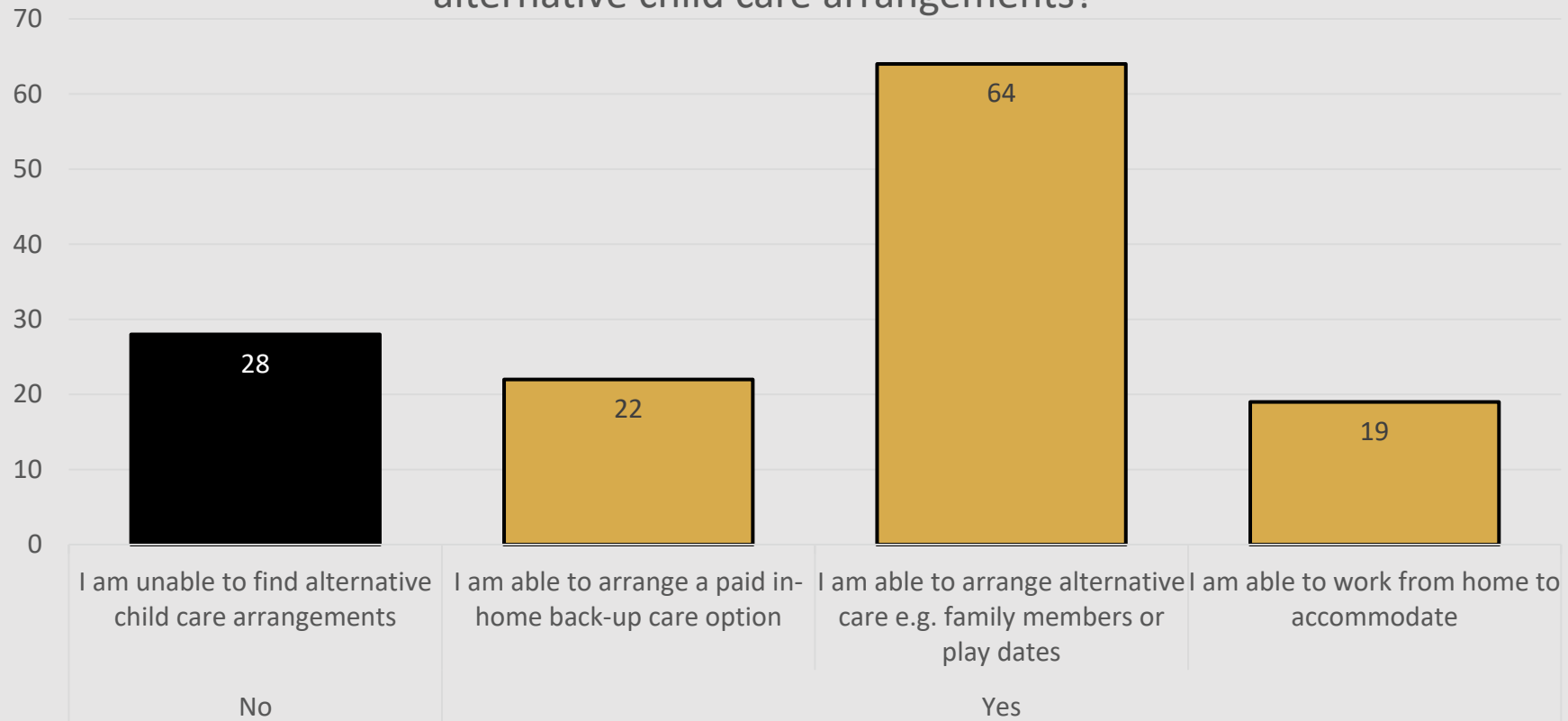


Number of days your current role requires you to work on-campus during winter break:



ALTERNATIVE CARE DURING WINTER BREAK

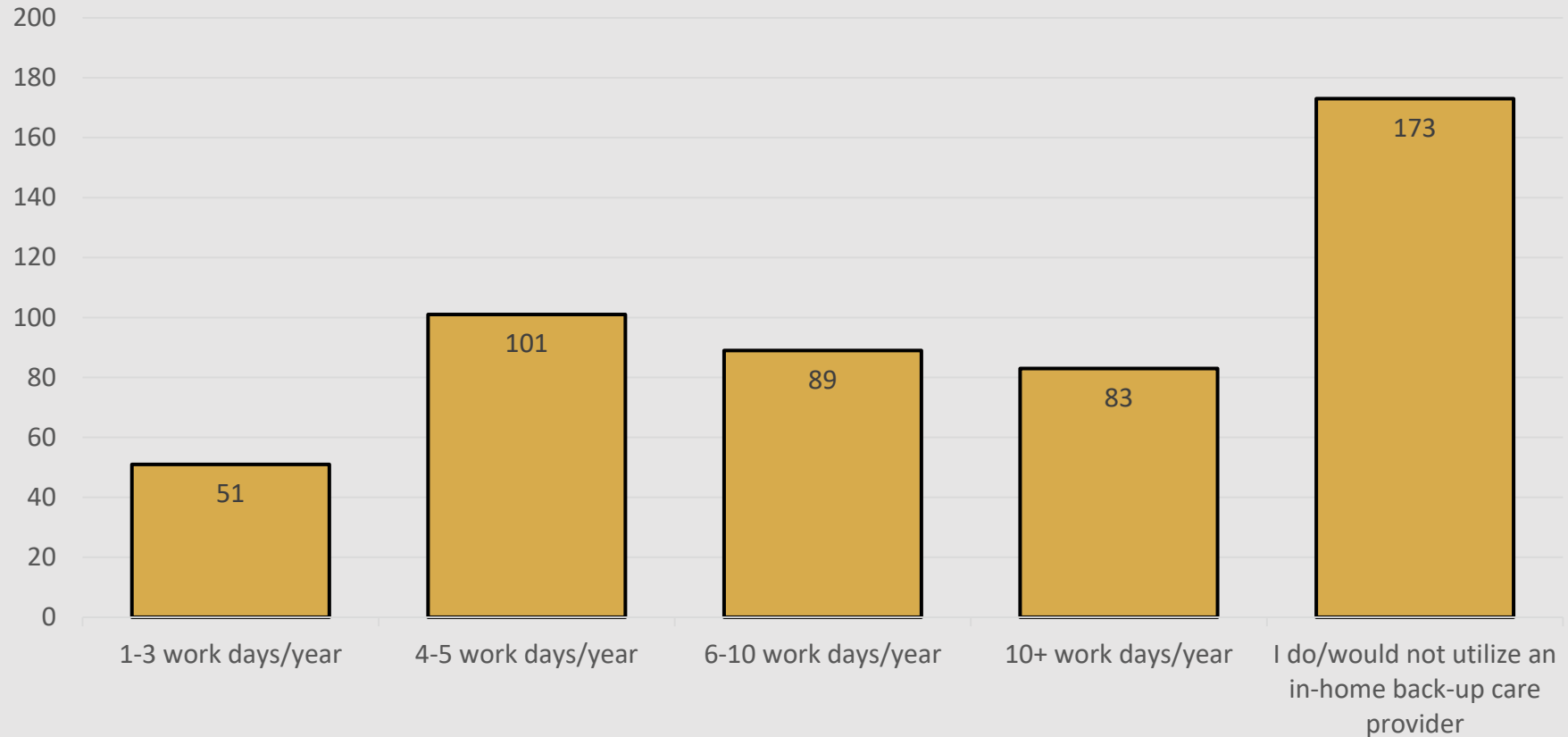
On days you are required to work on-campus during winter break, do you have alternative child care arrangements?¹



¹Respondents were able to select more than one response

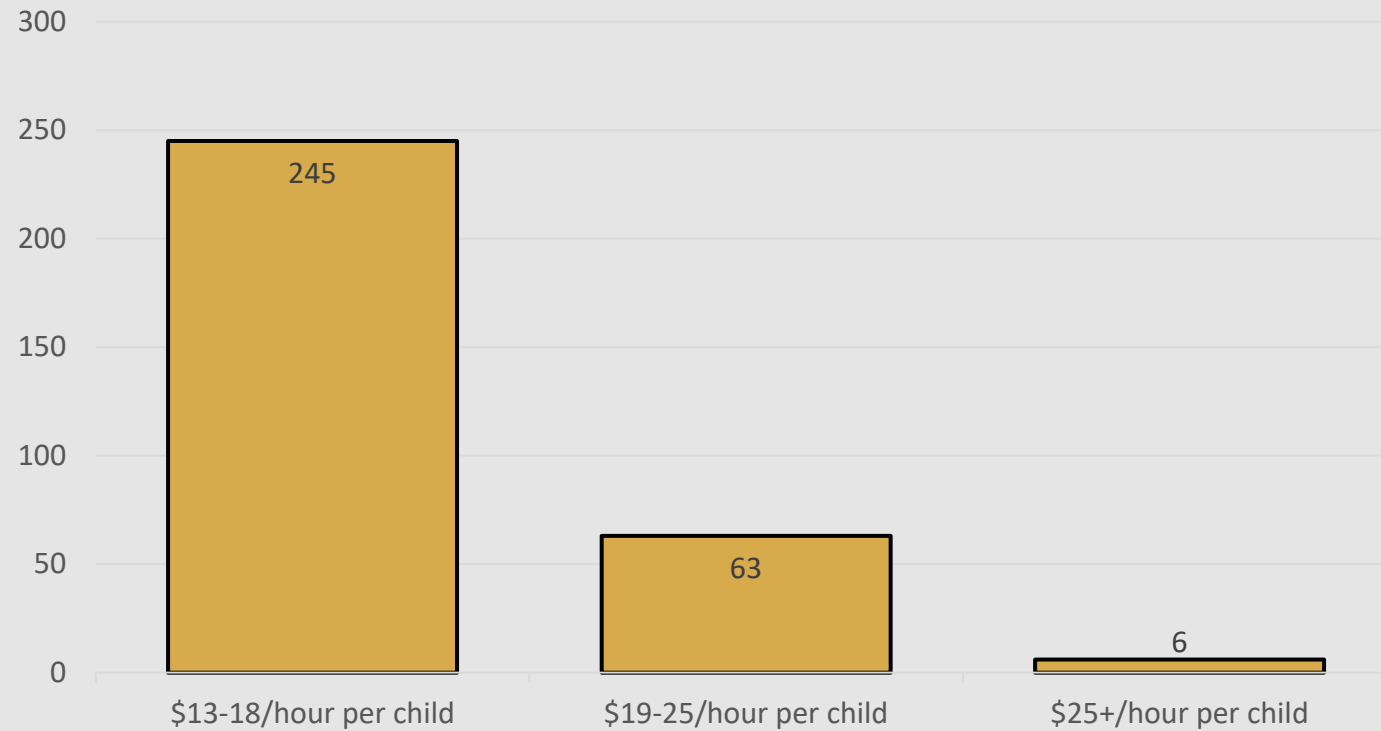
BACK-UP CARE OUTSIDE OF WINTER BREAK

PLEASE INDICATE THE FREQUENCY WITH WHICH YOU NEED/UTILIZE IN-HOME BACK-UP CARE WHEN YOUR PRIMARY CHILD CARE ARRANGEMENT IS NOT AN OPTION DUE TO ILLNESS OR CHILD CARE OPERATING SCHEDULES:



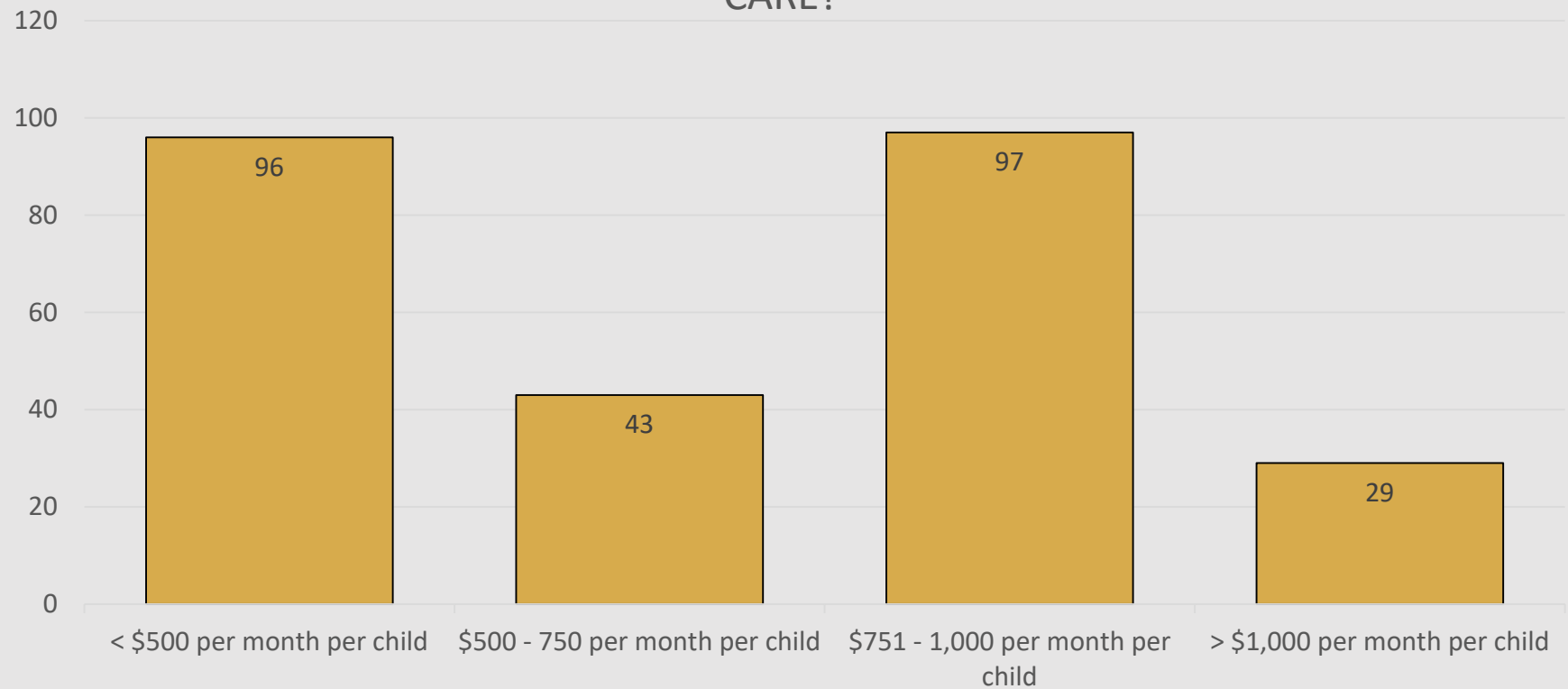
BACK-UP CARE RATES

PLEASE INDICATE THE AMOUNT (PER CHILD OR DEPENDENT) YOU ARE WILLING TO PAY FOR BACK-UP CARE:



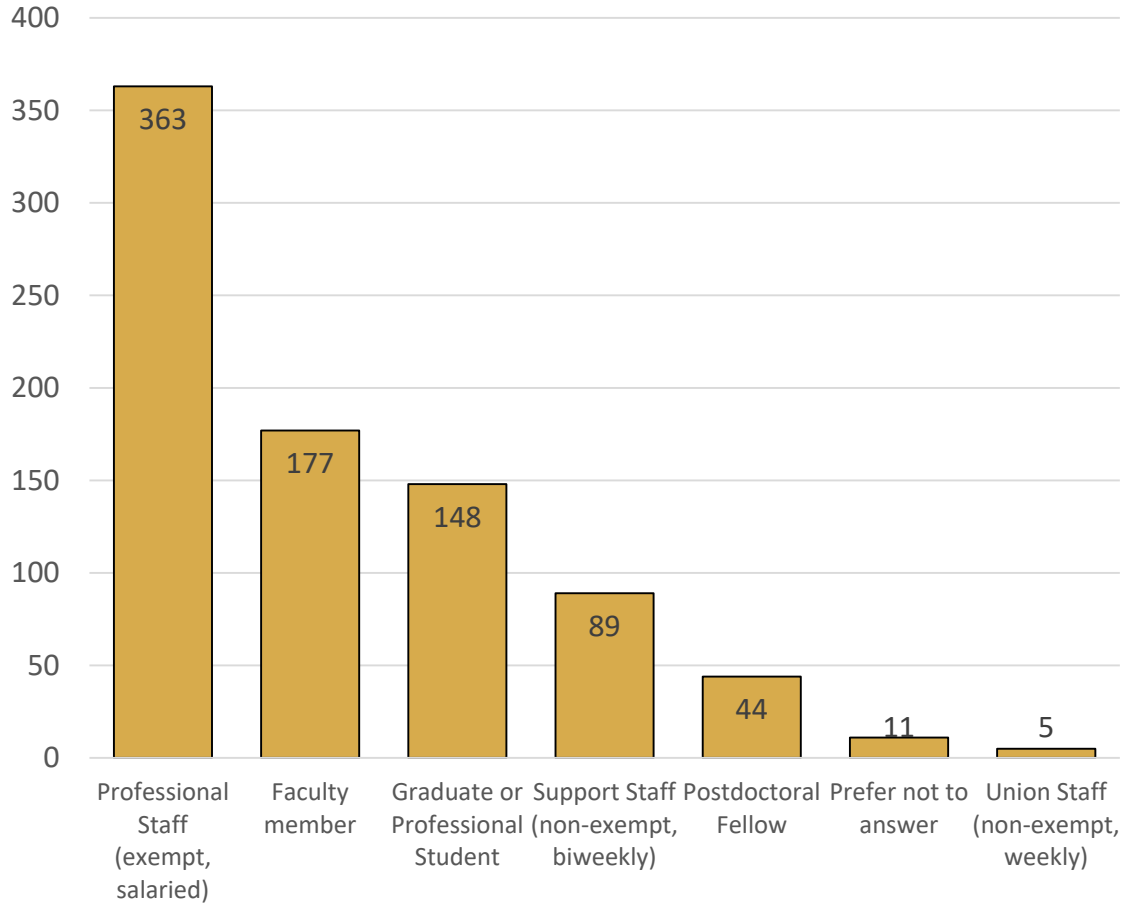
MONTHLY CHILD CARE RATES

WHAT IS THE MAXIMUM MONTHLY AMOUNT PER CHILD THAT YOUR FAMILY/HOUSEHOLD FINDS REASONABLE TO PAY FOR QUALITY FULL-TIME CHILD CARE?

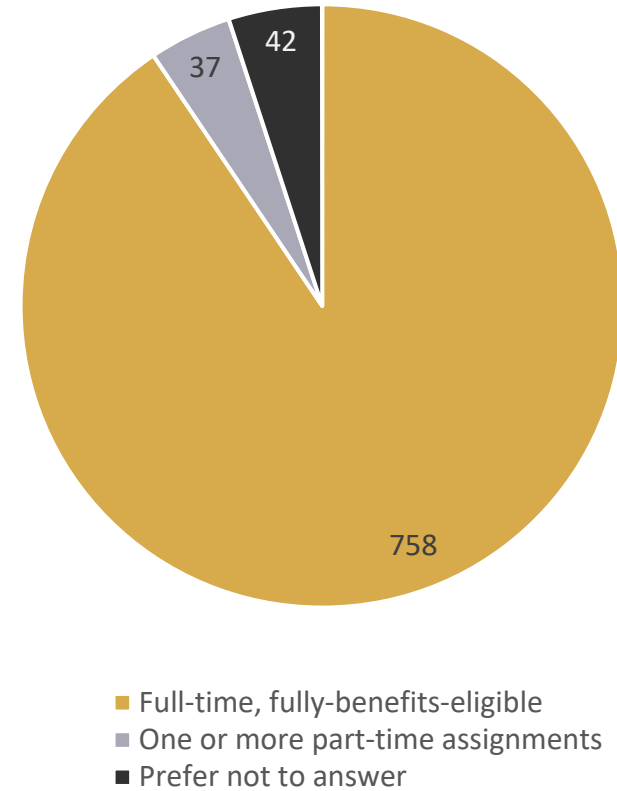


DEMOGRAPHICS

Which of the following best describes your affiliation with Vanderbilt?

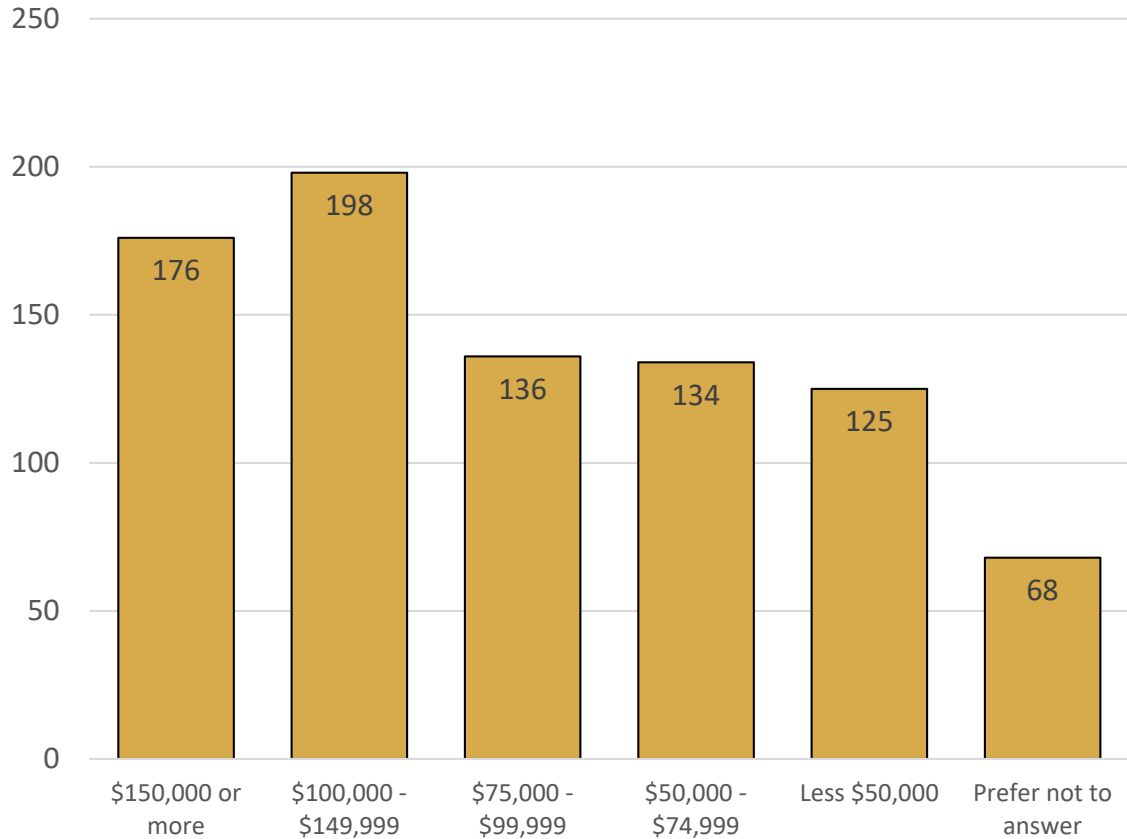


Which of the following best describes your position?

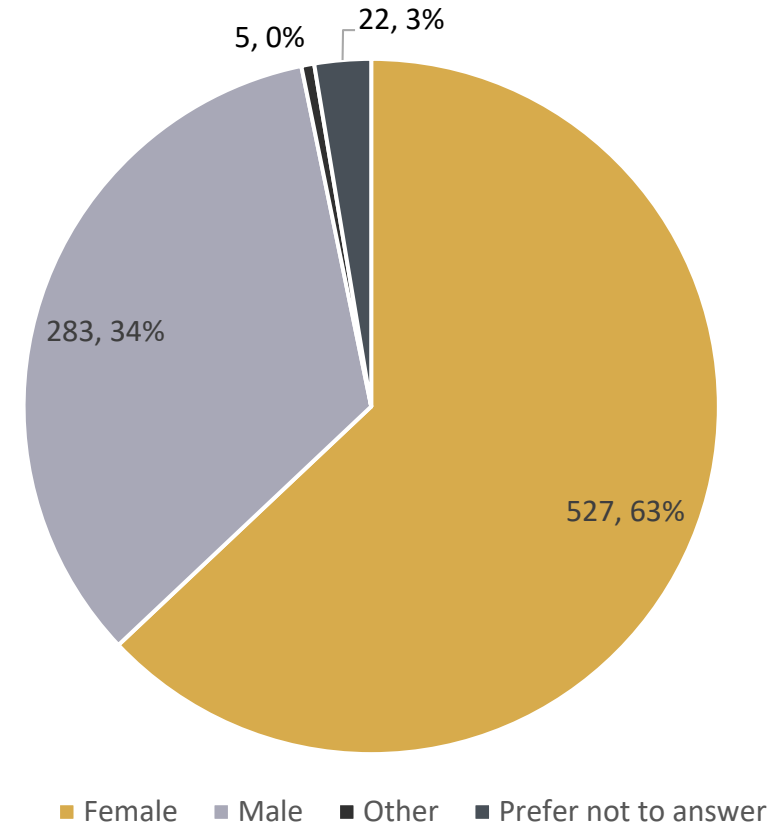


DEMOGRAPHICS

What is your total annual household income?



Which category best fits your gender identity?



Appendix E

Map Plots of Currently Enrolled VCFC Families

The below maps show, based on zip code, the residences of currently enrolled VCFC families as well as those on the waitlist (as of fall 2018). These maps were utilized to aid VCFC leadership and the Facilities Steering Committee with better understanding the location needs of VCFC families and where may be a best location for a new facility.

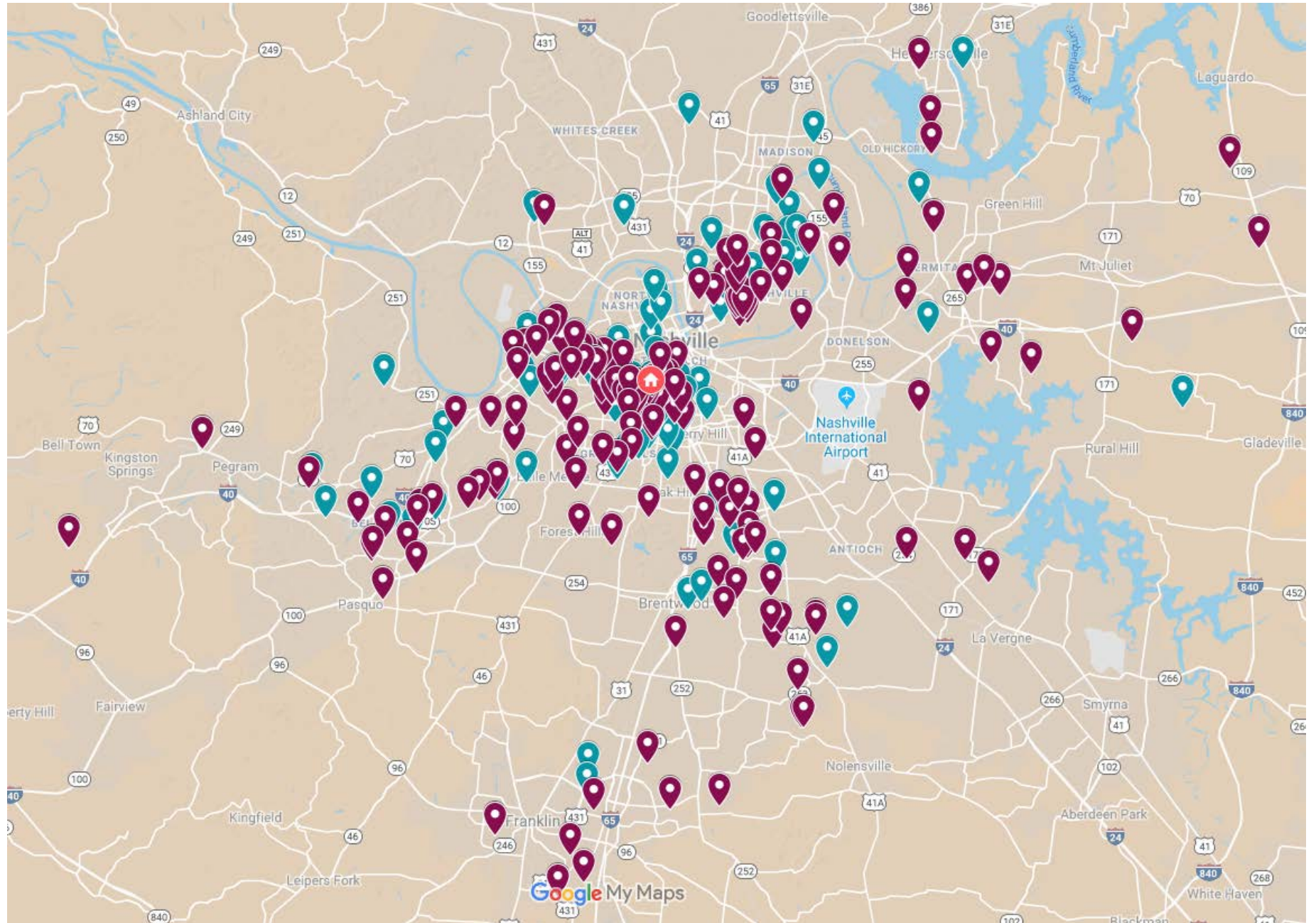
VU Families within Middle Tennessee



Enrolled (234 families)



Waitlisted (140 families)



VU Families within a 0.5-mile radius of 19th & Edgehill (potential site)



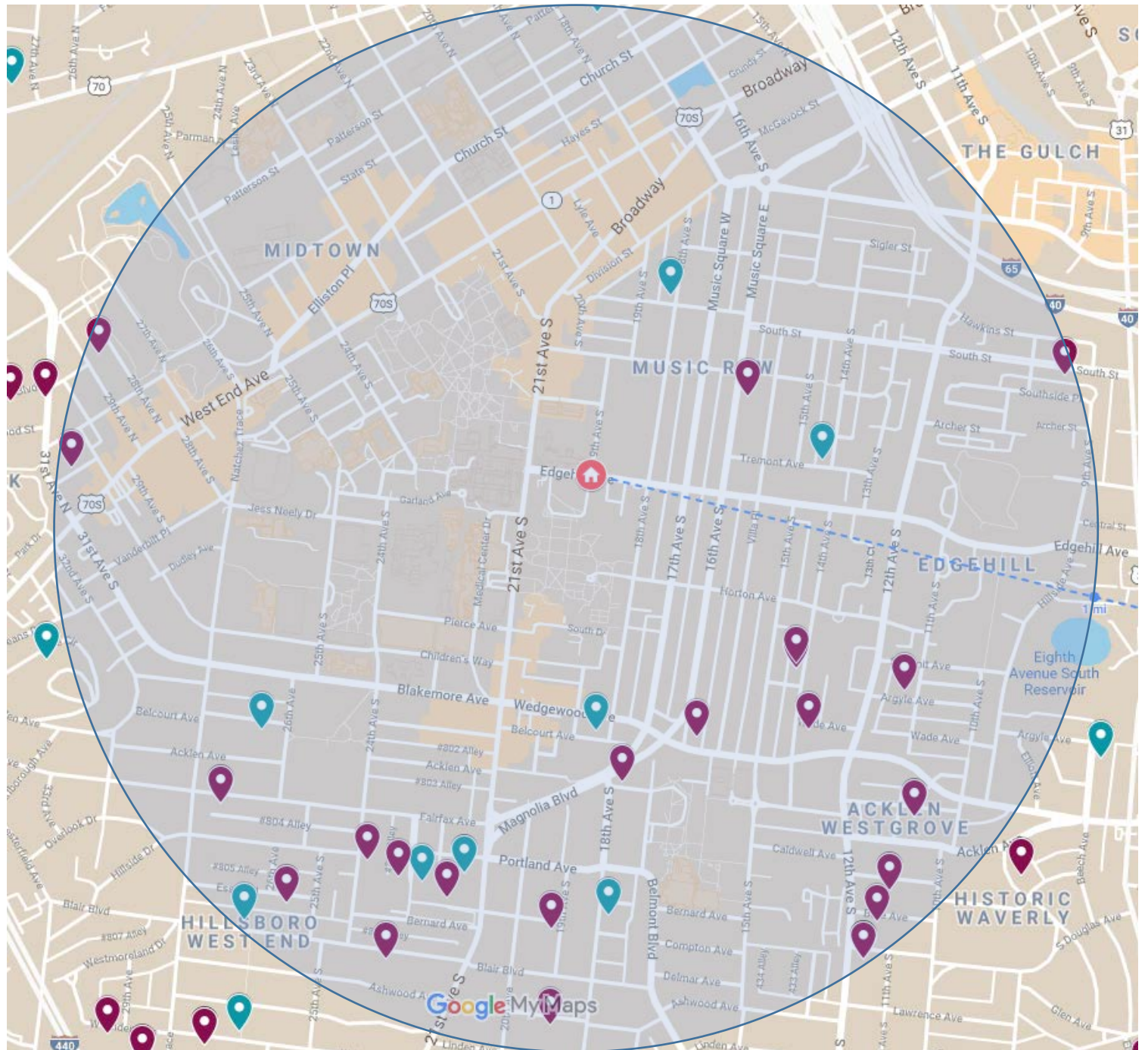
Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 1-mile radius of 19th & Edgehill (potential site)



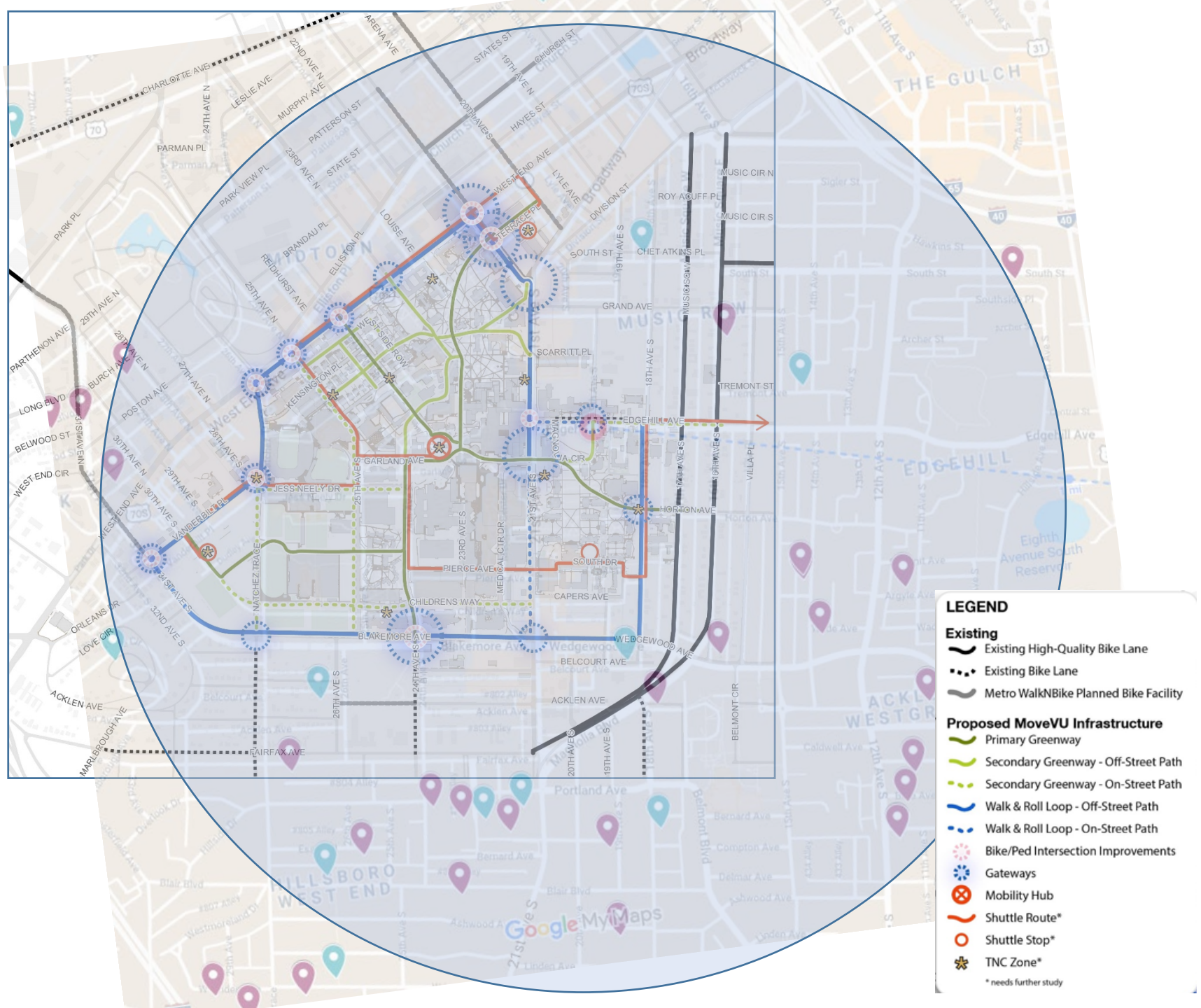
Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 1-mile radius of 19th & Edgehill (potential site)



Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



LEGEND

Existing

- Existing High-Quality Bike Lane
- Existing Bike Lane
- Metro WalkNBike Planned Bike Facility

Proposed MoveVU Infrastructure

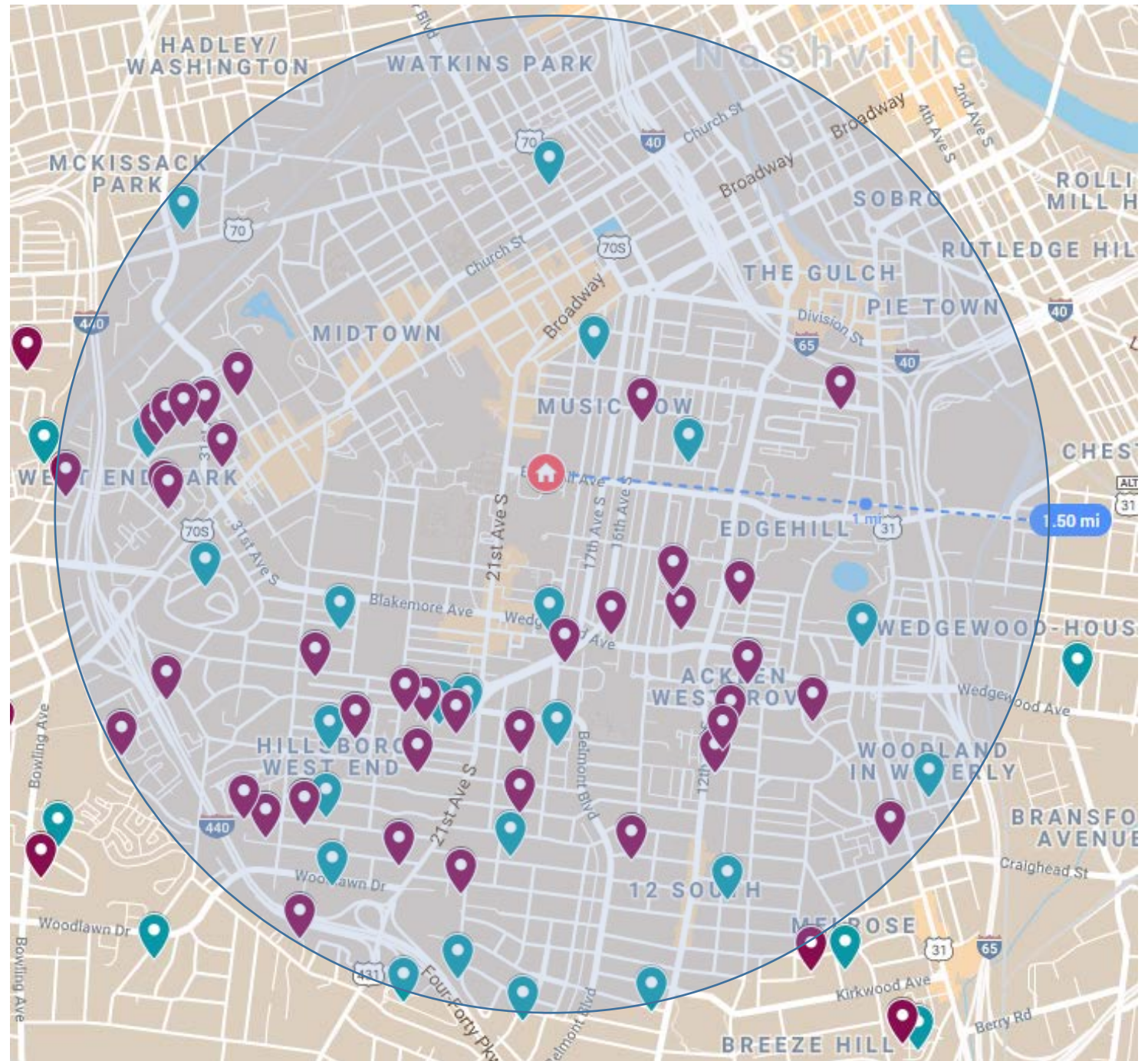
- Primary Greenway
- Secondary Greenway - Off-Street Path
- Secondary Greenway - On-Street Path
- Walk & Roll Loop - Off-Street Path
- Walk & Roll Loop - On-Street Path
- Bike/Ped Intersection Improvements
- Gateways
- Mobility Hub
- Shuttle Route*
- Shuttle Stop*
- TNC Zone*

* needs further study

VU Families within a 1.5-mile radius of 19th & Edgehill (potential site)



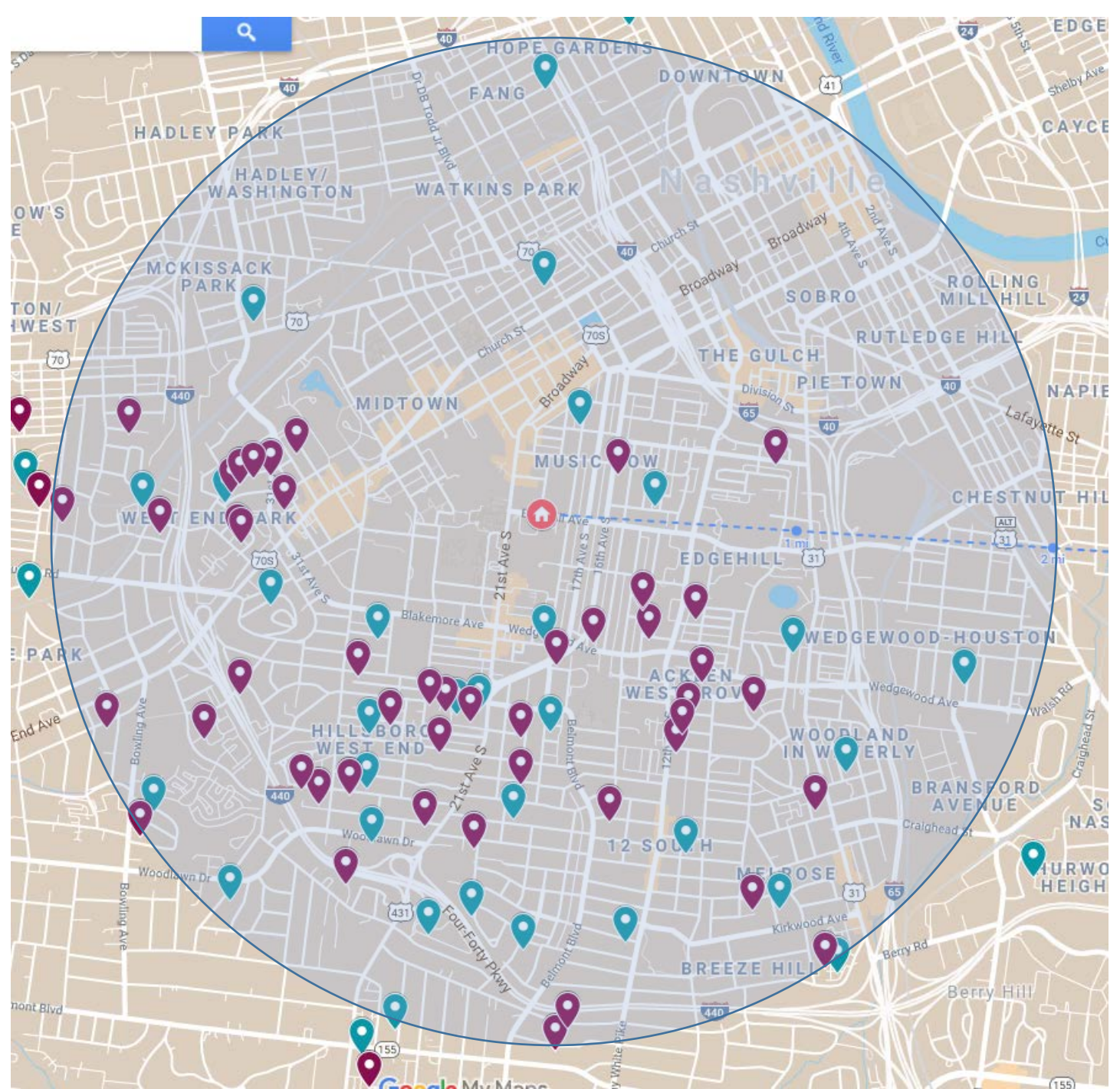
Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 2-mile radius of 19th & Edgehill (potential site)



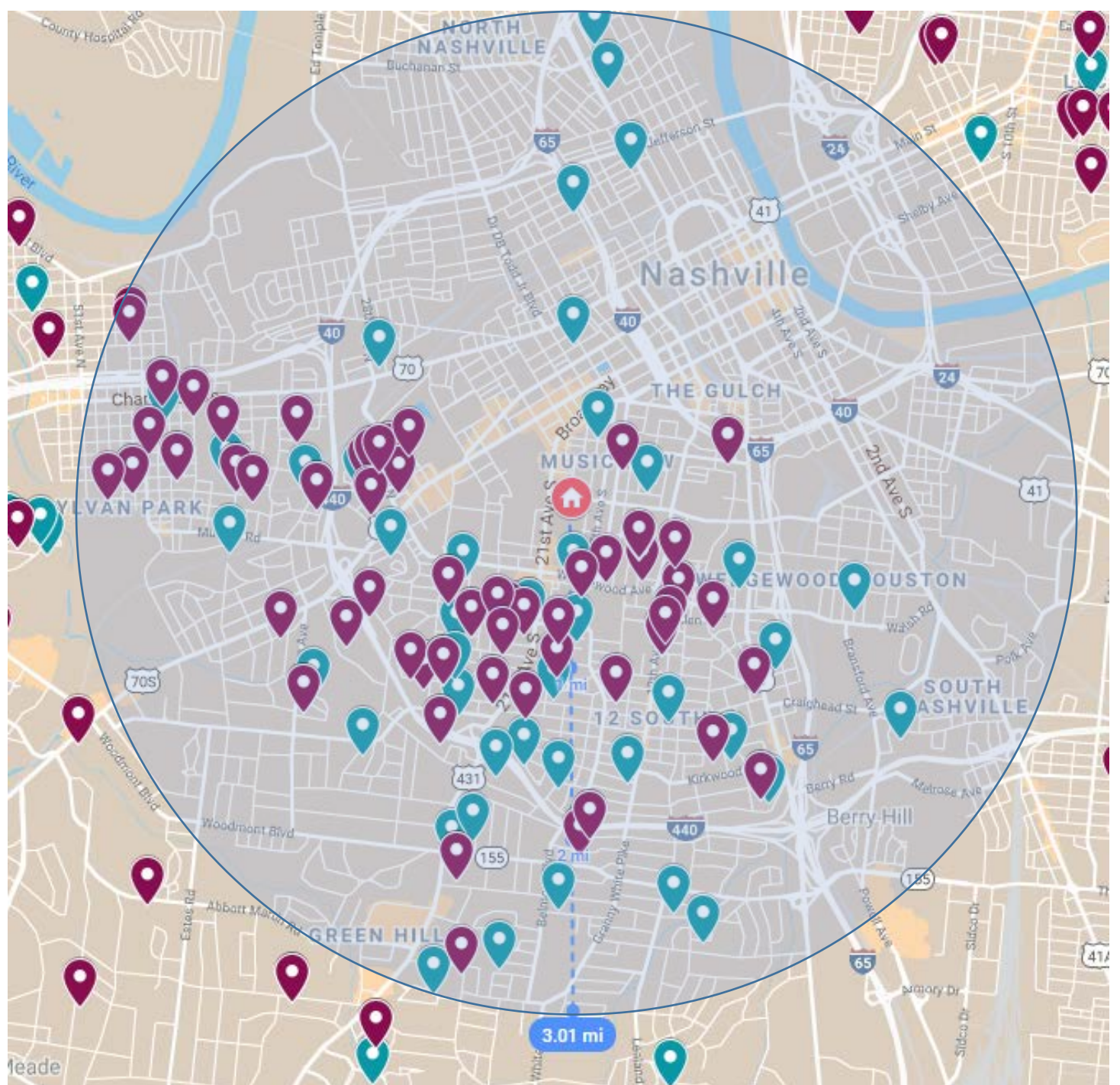
Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 3-mile radius of 19th & Edgehill (potential site)



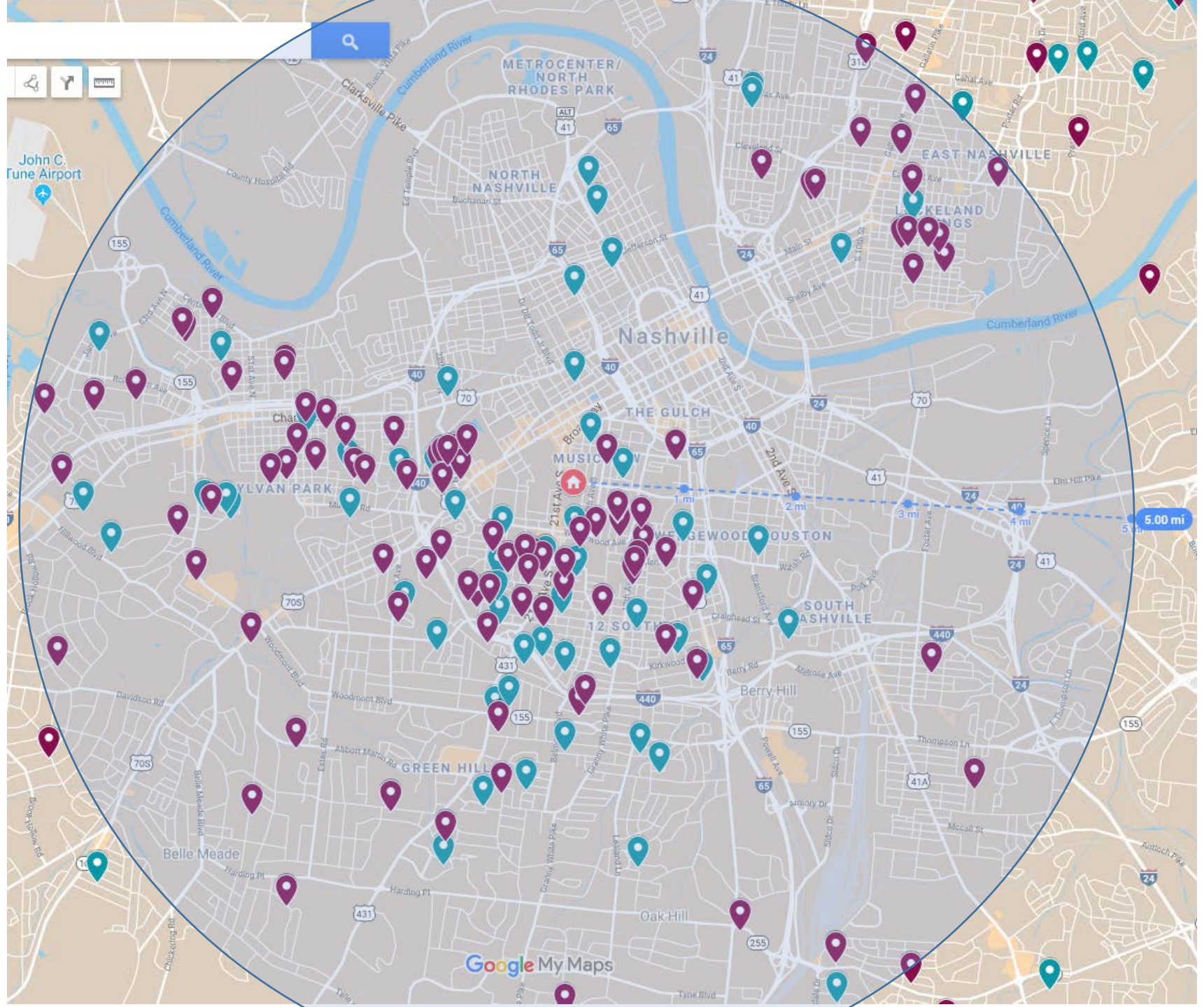
Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 5-mile radius of 19th & Edgehill (potential site)



Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140



VU Families within a 10-mile radius of 19th & Edgehill (potential site)



Within Radius (miles)	Enrolled Families	Waitlisted Families
< 0.5	2	3
0.5 - 1	21	5
1.5 - 2	17	12
2 - 3	5	7
3 - 4	14	15
4 - 5	36	14
5 - 10	86	70
> 10	53	14
Total	234	140

