

EQUITY, ACCESS & DIVERSITY
MINUTES OF MEETING
NOVEMBER 17, 2008

[In these minutes: University Child Care Center Update, Diversity Metric Task Force, Update on Proposal to Offset the Imputed Income Tax Associated with Same Sex Domestic Partner Benefits, Proposition 8]

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Assembly; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration or the Board of Regents.]

PRESENT: Benjamin Munson, chair, Vicente Garces, MJ Gilbert, Susan Cable, Shannon McGoffin, Peg Lonnnquist, Anne Phibbs, Richard Graff, Keith Horvath, Raul Marreto-fente, Lee Penn, Naomi Scheman, Katie Ballering, Lauren Beach, Manjari Govada, Erum Siddiqui

REGRETS: Kimberly Boyd, Patrick Troup, Diane Katsiaficas

ABSENT: Joel Eisinger, Andrei Diuchin, Asim Khan

GUEST: Ann Edgerton, program director, University of Minnesota Child Care Center

I). Professor Munson called the meeting to order, and requested those present go around the table and introduce themselves.

II). Members unanimously approved the October 20, 2008 minutes.

III). Professor Munson welcomed today's guest, Ann Edgerton, program director, University of Minnesota Child Care Center. Ms. Edgerton began by highlighting the primary differences between the Shirley G. Moore Laboratory School and the University of Minnesota Child Care Center (UMCCC). She noted that the Shirley G. Moore Laboratory School runs shorter duration child development programs and is not designed for parents that work full-time. In addition, the Laboratory School is significantly smaller in size than UMCCC and is tied to the Early Childhood Teacher Licensure Program. Observations at UMCCC are the community at large, medical residents from Pediatrics, Family Practice, Physical Therapy, and Educational Psychology classes.

In terms of UMCCC, University affiliation is required in order to enroll a child. Ms. Edgerton shared the breakdown of enrollment at UMCCC by affiliated groups:

- Faculty and staff – 76%
- Undergraduate students – 3%
- Researchers, post-doctorate students, etc. – 21%

The UMCCC waitlist as of spring 2008 was 435. The waitlist has just been revised and, according to the enrollment coordinator, exceeds 600. This list is updated twice a year.

A family can get on the UMCCC waitlist once there is a confirmed pregnancy. Current UMCCC enrollment is 150 children; the Center is enrolled at maximum capacity.

Ms. Edgerton went on to talk about quality childcare. The Minnesota Department of Human Services has a rating program for childcare centers, Parent Aware (<http://www.parentawareratings.org/>). UMCCC has received their highest rating, 4 stars. UMCCC is also accredited by the National Association for the Education of Young Children (NAEYC). Examples of quality care indicators highlighted by Ms. Edgerton included:

- State licensure.
- NAEYC accreditation - <http://www.naeyc.org/>.
- Space designed specifically for young children, which facilitates small group interaction, not one large room as in an elementary school.
- Indirect/soft lighting (no florescent lighting).
- Fifty square feet of classroom space per child.
- Employment of highly qualified early childhood teaching staff who are responsive to and knowledgeable about children and their needs.
- A partnership between the parent and teacher, which promotes open and daily communication about the child from home to school and school to home.

Shortly after starting her employment at the University, Ms. Edgerton learned that the University plans to open a new childcare center in response to the long waitlist at UMCCC. The new childcare center would be located at Tuttle School. Ms. Edgerton reported that she will not have oversight over this center, but is willing to continue to advise the administration on the new center. The University would issue an RFP to identify a vendor to provide the childcare services at this center. Among other things, in Ms. Edgerton's opinion, it will be important for the Tuttle School space to have adequate square footage per child, and be licensed and nationally accredited by NAEYC. She encouraged the committee to request that the Tuttle School childcare program be monitored to ensure that the University puts in place a high-quality center like UMCCC and the Shirley Moore Laboratory School. Ms. Edgerton believes the University should look long-term as it creates its new childcare center. Research in the early childhood development has come along way in the last 10 years. The University has faculty who are leaders in this field, which could serve to support the research mission of the institution. Ms. Edgerton stated that it is her hope that rather than a quick fix to the long waitlist for childcare services at the University, the institution and the College of Education and Human Development strategize on the best approach for building a world-class childcare center.

Ms. Edgerton closed her report with two quotes that sum up her childcare philosophy:

"The mind is not a vessel to be filled, but a fire to be kindled." – Plutarch

"If I had influence with the good fairy who is supposed to preside over the christening of all children, I should ask that her gift to each child in the world be a

sense of wonder so indestructible that it would last throughout life." – Rachel Carson

After listening to Ms. Edgerton's presentation, a member questioned whether the committee should register its opposition to the University's decision to outsource childcare services at Tuttle School. Ms. Edgerton stated that given the University's plans to open this center on July 1, 2009, it is likely too late to register opposition; however, the committee could recommend that quality childcare standards be written into the RFP, e.g. accreditation, square footage per child.

Recognizing the fragile state of the economy, a member stated that at some point in the future the committee should urge the University to expand its childcare services even further. It was noted that there are currently 600 children on the UMCCC waitlist, and with the University's plan to enroll 177 children in the Tuttle School program, there still remains a significant service shortage. The entire University is being underserved added another member.

Regarding whom UMCCC serves, stated a member, there appears to be an inverse pyramid whereby the most privileged are the most likely to get served. Students, on the other hand, who likely have the fewer options available to them, are least served. In terms of access, which is part of the committee's mission, it may want to address the inequity in the access to the University's childcare services.

The waitlist for UMCCC impacts recruitment efforts at all levels of the University, stated a member. Ms. Edgerton stated that when she was employed by California State University she wrote CCAMPIS (Child Care Access Means Parents in School) grants. The money from these grants can be used in a variety of ways, e.g. level the playing field for parents who may otherwise not be able to attend school.

Professor Munson thanked Ms. Edgerton for her presentation. Ms. Edgerton asked the committee to keep the University's childcare situation on its radar screen. She added that she would hope the committee would recommend that childcare services at the University be of a high-quality nature. Peg Lonquist, interim director, Women's Center, stated that she intended to draft a letter on behalf of the female constituency her office serves, and suggested that EAD may want to do the same. She added that it is important for the administration to hear about the need for additional quality childcare services at the University. A student member stated a parent group at the Law School has also voiced concerns about the issues discussed today.

Professor Munson stated that the University's dual goal to have students graduate in 4 years, and to recruit a more diverse student body, accentuates the need for the University to invest in quality childcare. The University will not be able to recruit and graduate economically disadvantaged students with children unless they are able to provide them with the support they need.

IV). Professor Munson reminded members that a majority of the October 20th meeting was spent talking about the Diversity Metric Task Force. This task force will work on developing a mechanism for assessing the climate for women and historically under-represented groups at the University.

Professor Munson reported having met with Professor Caroline Hayes to discuss the charge for this task force. Items that were discussed included:

- Identify an audience for the metric.
- Develop a dynamic instrument for assessing the status of diversity at the University.
- Develop an implementation plan.

In terms of next steps, Professor Munson noted that he agreed to recruit members from EAD to serve on this task force and Professor Hayes agreed to recruit members from the Faculty Women's Cabinet. Additional next steps included:

- Contact appropriate members of the administration to verify their support for this initiative.
- Ensure the task force has a recognized path for delivery and implementation.
- Assure that the task force is seen as a continuation of the work of the Metric and Measurement Task Force.

Administrative liaisons for this initiative that were identified by Professor Munson and Professor Hayes included Vice President and Vice Provost 'Rusty' Barcelo', Vice Provost for Faculty and Academic Affairs Arlene Carney, and Associate Vice Provost Louis Mendoza. Professor Munson asked members if they had other ideas in terms of administrative liaisons for this initiative. A member suggested involving Vice Provost and Dean of Undergraduate Education Robert McMaster.

Next, Professor Munson solicited volunteers from EAD to serve on the task force. Lauren Beach and Katie Ballering volunteered. Professor Munson requested Renee Dempsey, Senate staff, send out an email following today's meeting to recruit additional members.

V). Professor Munson reported that last year the committee spent a considerable amount of time researching and crafting a proposal that would offset the imputed income tax associated with same sex domestic partner (SSDP) benefits. He noted that the University Senate passed this resolution, but President Bruininks, on behalf of the administration, did not. While President Bruininks supported the resolution, stated Professor Munson, given the budget challenges facing the University, and the estimated \$300,000 to implement this benefit, he could not approve it at this time.

In terms of next steps, Professor Munson stated that Gary Engstrand in the University Senate suggested that EAD have a conversation with representatives from the Office of Human Resources to register the committee's appeal that this benefit be put on the table as the University looks at offering cafeteria-style benefits. Professor Munson reported learning that recently the idea of the University moving to cafeteria-style benefits has been put on hold for budgetary reasons. Having said this, Professor Munson asked

members how they would like to proceed with this issue. He proposed that the committee craft a letter that would provide a reasoned, principled argument for why this benefit should be offered. Members agreed that if the University were to offer this benefit, it would be seen as a trailblazer in academia.

A member requested that Ms. Dempsey send out the link to the resolution that was approved by the University Senate and President Bruinink's response (<http://www1.umn.edu/usenate/resolutions/imputedtaxres.html>).

VI). Professor Munson asked members their thoughts on whether the committee should play a role in starting a dialogue on campus, in part, related to Proposition 8, a California ballot proposition that changed the state constitution to restrict the definition of marriage to a union between a man and a woman, and eliminated the right for same-sex domestic partners to marry. There are a lot of issues around race, GLBT status, etc. that are not being addressed on this campus. The committee discussed partnering with grass-roots organizations on campus to promote these conversations.

Professor Munson requested Ms. Dempsey to invite Louis Mendoza, associate vice provost, Office of Equity and Diversity, to have a conversation with the committee about issues that are on the forefront of member's minds and to learn about the Equity and Diversity Research Institute (EDRI).

A member recommended the committee read *No-on-8's white bias*, which was recently published in the Los Angeles Times (<http://www.latimes.com/news/local/la-oe-cannick8-2008nov08,0,5104886.story>).

Professor Munson asked members if they had suggestions for additional agenda items for the December 15th meeting. Lauren Beach suggested the committee talk about Martin Luther King, Jr. Day. Depending on what is being planned, the committee may want to recommend to the administration that a high-profile event be scheduled, proportionate to what Michigan State does.

VII). Hearing no further business, Professor Munson adjourned the meeting.

Renee Dempsey
University Senate

