

UNIVERSITY SENATE REPORT

**Prepared by Deborah L. Nichols, Ph.D.
University Senate Chair
for
Board of Trustees Meeting
5 February 2021**

Overview & Agenda

- Child Care Challenges at Purdue
- Caregiving Responsibilities (from Senate Survey #4)
- Caregiving Needs by Gender and Overall
- Faculty Hours Worked by Gender and Dependent Status
- Faculty Hours Worked by Gender and Age of Dependent
- Caregiving Concerns by Gender
- Women and the “Second Shift”

Closure of the Patty Jischke Early Care & Education

Center

On December 6, 2019 the Physical Facilities Committee of the Board of Trustees of Purdue University voted unanimously to approve a plan to finance, construct and award contract for a “new 16,600 square foot facility ... [that would] serve approximately 150 children, ... because the Patty Jischke Early Care and Education Center would be demolished.”

Construction of the new building was proposed to take place from June – December, 2020. [cf. item II.B. [cf. item II.B.

<https://earchives.lib.purdue.edu/digital/collection/bot/id/40052/rec/2>]

Initiation of the building phase of this project was postponed due to spending measures being put into place in response to the COVID-19 pandemic.

On January 29th, 2021 families at the Patty Jischke Early Care and Education Center were notified that the center will close on June 1, 2021 despite the fact that the building planned as a replacement for the current center has not been constructed.

There are no current plans in place to initiate construction, rather Purdue Research Foundation announced that it “will embark on a market study on child care needs in the community now and in the future.” [Purdue Today, 1/29/21]

Availability of childcare remains a critical factor in promoting employment equity and also constitutes a significant opportunity for recruitment and retention of faculty and staff.

Multiple publications in the past year have described the impacts within academia directly related to childcare and household labor burdens during the pandemic. Each publication has uniformly reported disproportionate negative consequence for women, particularly those who are junior in their careers.

The impact of childcare burdens on our own faculty have been shown to disproportionately affect women across all ranks.

Caregiving Responsibilities

38.2% Report Caregiving Responsibilities

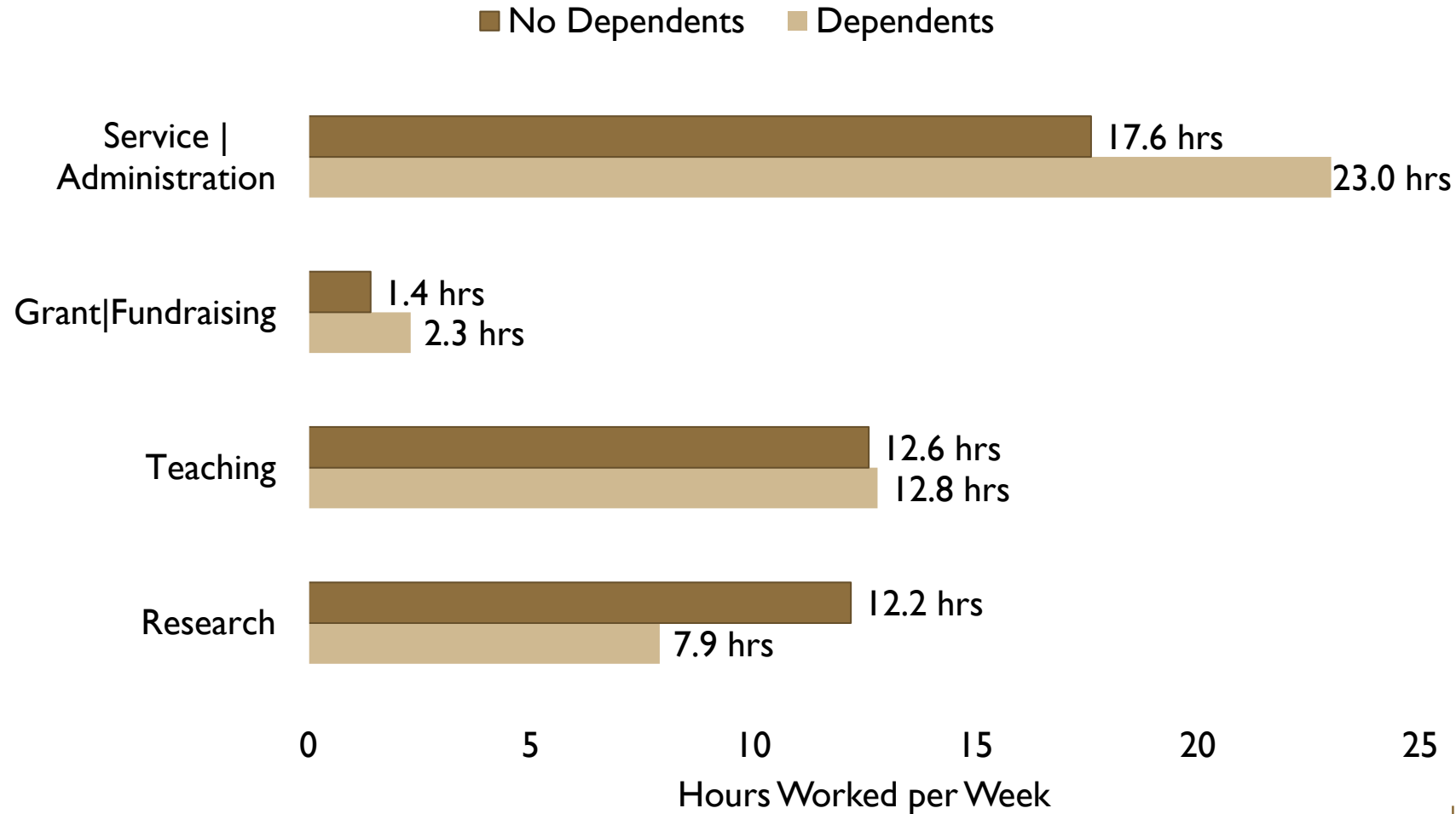
- 51% of Faculty | 46% of Staff | 14% Grads & Post-Docs | <2% undergrads
- Mean # of Dependents = 2
 - ✓ 19.1% 0-2yo
 - ✓ 20.4% 3-5yo
 - ✓ 33% 6-11yo
 - ✓ 37% 12-18yo
 - ✓ 23% 18-64yo
 - ✓ 16% seniors

Caregiving Needs (as of November 2020)

What caregiving needs do you have?

	Men	Women
Need backup care?	17%	25%
Do not need other care support?	61%	56%
Need tutoring support?	14%	19%
No Differences in CG Needs by Gender for the Following		
Immediate (as of November) need for child care?	4%	
Need care when return to preCOVID status?	4%	
Need care starting in January?	1%	
Need in-home care?	3%	
Need help finding child/elder care?	6%	
Need help finding a nanny?	4%	

Faculty Hours Worked by Dependent Status



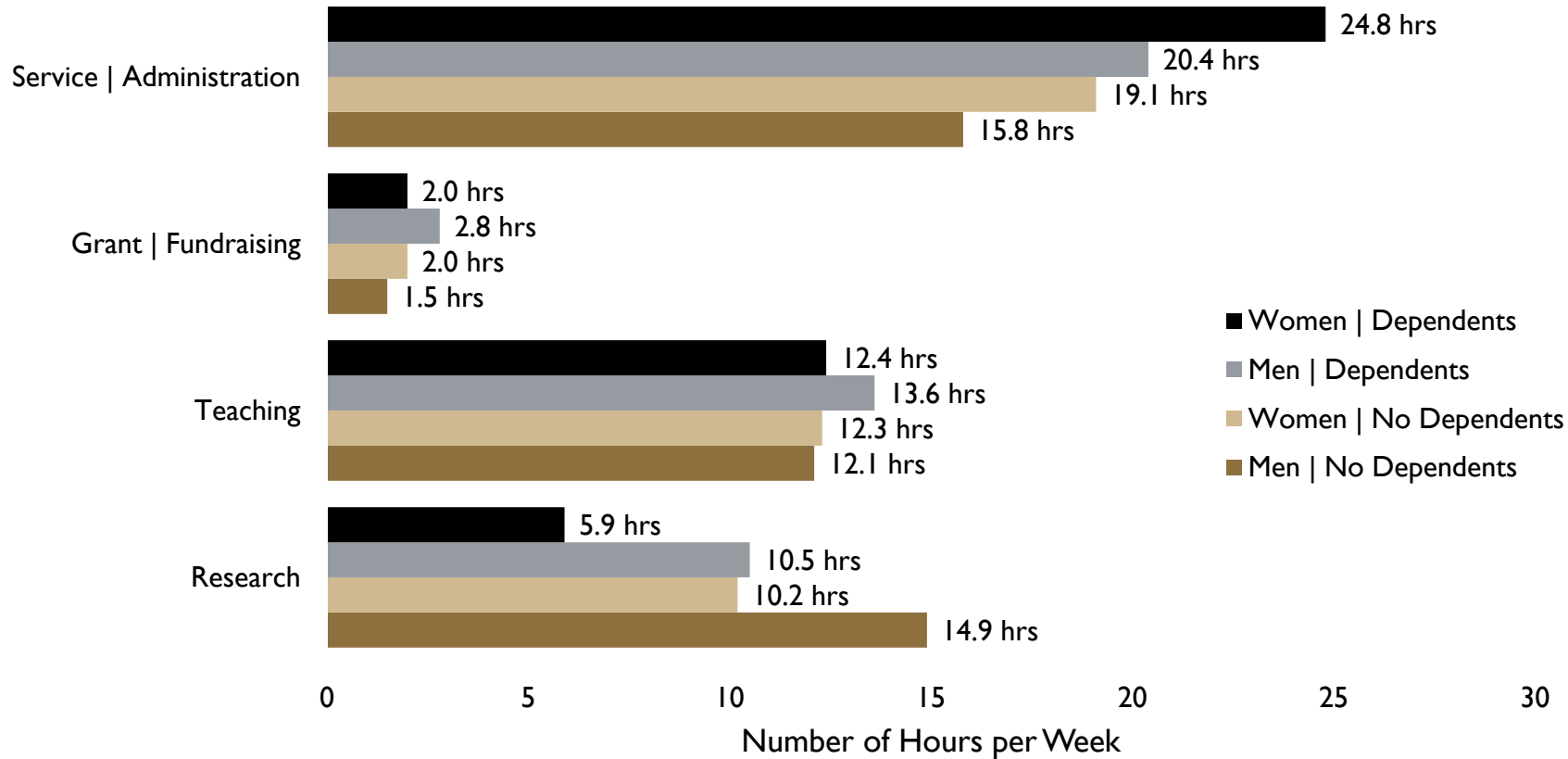
Hours Spent by Dependent Status

What is the differential in hours spent in faculty responsibilities by dependent status?

Dependents	Research	Teaching	Grant Fundraising	Service Admin
No Dependents	10.1 hrs	10.8 hrs	1.3 hrs	15.3 hrs
Infants Toddlers	+1.4 hrs	-1.3 hrs	+0.4 hrs	+2.1 hrs
Preschool	-0.1 hrs	0.03 hrs	+0.7 hrs	+2.7 hrs
Elementary School	-2.1 hrs	+0.6 hrs	+0.4 hrs	+5.4 hrs
Middle/High School	-2.6 hrs	+3.0 hrs	+0.6 hrs	+5.0 hrs
Adult	-1.1 hrs	-0.6 hrs	+0.9 hrs	+6.1 hrs
Seniors	-2.8 hrs	+3.8 hrs	+0.2 hrs	+5.3 hrs

2 Key Findings:
Those with dependents (except babies) are doing less research and WAY more service

Faculty Work Hours by Gender and Dependent Status



Caregiving Concerns and Well-Being

Differences by Gender

Variable	Men			Women		
How difficult is it to take care of yourself due to CG responsibilities?	33% not at all	55% a little bit	13% quite a bit	27% not at all	53% a little bit	20% quite a bit
How often have you felt overwhelmed by your CG responsibilities	37% never	48% some days	16% most/ every day	25% never	52% some days	22% most/ every day
How often have you felt always on call due to your caregiving responsibilities?	35% never	32% some days	33% most/ every day	25% never	29% some days	45% most/ every day

Caregiving Needs and Second Shift

- Women with dependents who live with partners tend to take on more “second shift” work (domestic labor) compared with men with dependents who live with partners.

Variable	Men with dependents		Women with dependents	
Live with a partner	92%		83%	
Feel always on call in relation to CG responsibilities	41% who do not live w/partner	32% who live w/partner	43% who do not live w/partner	46% who live w/partner

Importance of Child Care Availability

- Both women and men with dependents are working more hours and experiencing more struggles with child care and stress compared with those women and men who do not have dependents
- Women with dependents are working more hours in categories that do not typically support promotion and tenure (i.e., service)
- Women with dependents are showing greater signs of burnout when compared with men with dependents.
- No difference in burnout for women living with or without partners while men living with partners are looking a bit better
- The Greater Lafayette child care availability is not sufficient to meet current demands
- Removing the Patty Jischke Early Care & Education Center without creating other available options will be a serious problem for faculty and staff with dependents, especially women

THANK YOU

deborahnichols@purdue.edu

765.602.6388