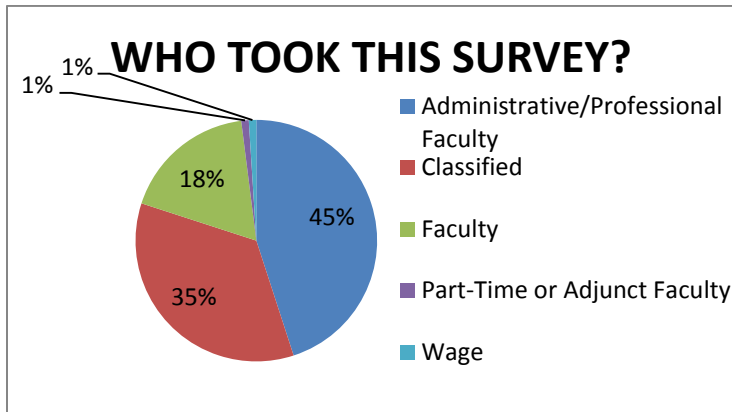


Summary Results

Quality of Work Life Mini-Survey on Childcare

The purpose of the Quality of Work Life (QWL) Mini-Survey on Childcare was to evaluate general opinion and gather input from faculty and staff on childcare needs at Mason. The QWL Task Force acknowledges the importance of creating value and balance for the working individual through a supportive work environment. This enables employees to focus on creating lives of balance and productivity. This mini-survey consisted of less than 20 core questions and was live from December 12, 2014 through January 30th, 2015.

DEMOGRAPHICS:



- Roughly 80% (125ppl) reported having children age 0-12.
- 50% of respondents are planning on having children/adopting in the next 5 years.

Total Respondents	161
Full-time	97%
Part-time or Adjunct Faculty	1%
Undisclosed	2%
Years Worked at Mason	
Less than 1year	8%
1-5 years	51%
6-10 years	28%
11-20 years	11%
20+ years	2%
Home Campus	
Fairfax	86%
Arlington	8%
Prince William	6%
Front Royal	0%
Loudoun	0%

HIGHLIGHTS AT A GLANCE:

Top 10 Stressors -*The following issues cause moderate to extreme stress for Mason families:*

1. Cost of childcare
2. Finding back-up care
3. Finding quality childcare in my community
4. The lack of infant/toddler care (6wks-2yrs)
5. Finding quality in-home childcare
6. Finding quality childcare close to where I work
7. Lack of summer childcare and programs for school aged children (age 5-12)
8. Lack of after-hours(6pm-10-pm) childcare
9. Lack of after school programs or childcare for school aged children (age 5-12)
10. Lack of childcare/preschool (age 2 to 5 years)

Top 10 Most Common Suggestions - How to Enhance the Quality of Work/Life at Mason

1. Provide infant care on campus
2. Decrease the cost of child care on campus
3. Expand the Child Development Center
4. Provide services for school-aged children
(i.e. summer camp, after-school enrichment activities, care when schools are closed, sick kid drop-off care)
5. Provide child care on campus in Prince William and Arlington
6. Enhance Maternity/Paternity Leave
7. Offer an alternative to sittercity.com

8. Expand hours of care offered at Child Development Center
9. Increase flexible work friendliness across university
10. Offer Back-Up Care for Children

Most Common Suggestions from Current CDC parents

1. Offer Infant Care
2. Increase Capacity (more spots, shorter waitlist)
3. Extend hours of care
4. Decrease cost

Sittercity.com Usage

31% of survey respondents have utilized Mason's complimentary subscription to Sittercity.com
45% report being satisfied or very satisfied with their experience

RECRUITMENT AND RETENTION:

67% of respondents reported involvement in the supervision or hiring of faculty and staff. Of that:

- 63% agree and strongly agree that within the next 5 years, they expect an increased need for on-campus childcare among their staff/supervisees.
- 53% agree and strongly agree having a quality childcare center on campus has been a very important recruitment tool in the hiring of new faculty/staff.
- 47% agree and strongly agree new hires frequently ask about the availability of on-campus childcare.

ACTION STEPS:

- Creation of the Strategic Planning Committee for Family Matters at Mason
- Collaboration with Industrial/Organizational Psychology Department for further examination of telework