



RESOLUTION REGARDING THE CORNELL CHILD CARE CENTER STEVE MORGAN

WHEREAS the university's support of the needs of the faculty is a relevant matter of educational policy that is appropriate for the Faculty Senate to consider,

WHEREAS the child care needs of the faculty will grow substantially over the next two decades because the recruitment of younger faculty will accelerate in the wake of expected retirements and because more of these new faculty will be partners in dual career families,

WHEREAS the university faculty, in pursuit of excellence, diversity, and inclusion, has a steadfast commitment to increasing the number of women in its ranks through aggressive recruitment,

WHEREAS the Faculty Work Life Survey of 2005 indicated the need for the central administration to devote resources to expand high quality childcare options for the faculty,



RESOLUTION REGARDING THE CORNELL CHILD CARE CENTER (Continued)

WHEREAS the then-Provost Biddy Martin announced a plan for a Cornell Child Care Center in September 2006 indicating that its creation was a direct response to the needs identified by the Faculty Work Life Survey of 2005,

WHEREAS the then-Provost granted administrative control of the center to the Division of Human Resources, who, in consultation with the then-Provost, chose to enter into a contract with a for-profit company, Bright Horizons Family Solutions, founded by a Cornell alumna and donor Linda Mason, but currently owned in whole by the private equity firm, Bain Capital,

WHEREAS a competing management proposal by the Ithaca Community Child Care Center was rejected, even though the Ithaca Community Child Care Center had an established record of providing care for many of the children of current and past Cornell faculty,



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WHEREAS the performance of the Cornell Child Care Center since its opening in August of 2008 has been poor, such that many faculty who were offered spots at the center have since left for reasons including unacceptable rates of incident reports to Child Protective Services and unacceptable rates of teacher turnover

WHEREAS, a recent parent survey of the Cornell Child Care Center, conducted by the Division of Human Resources, indicated that dissatisfaction with the center is high, even among those parents who have chosen to remain at the center,

BE IT RESOLVED that the Dean of the Faculty appoint an ad hoc committee comprised of faculty members with expertise or interest in child care issues to recommend a course of action that will allow the Cornell Child Care Center to perform at the level of excellence envisioned at its initial conceptualization,



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BE IT FURTHER RESOLVED that the Dean of Faculty request that the President direct the Division of Human Resources to provide access to documents and information that will allow the committee to form complete and informed answers to crucial questions that include:

1. Are the priorities of the center aligned with the core mission of the university?
2. Can the center budget model deliver the quality of care that is demanded by the Cornell faculty?
3. Can the facility built by Cornell be modified in cost-effective ways to rectify some of the serious deficiencies in design?
4. Should the management contract with Bright Horizons be renegotiated or terminated?
5. Does the oversight model of the center give sufficient influence to parents and to faculty at Cornell with relevant expertise?
6. How should the Cornell Child Care Center fit into the broad university strategy for supporting faculty work life balance?



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BE IT FURTHER RESOLVED that the committee prepare a written report before the fall semester of 2010 and that, in the course of preparing their report, consult directly with Mary G. Opperman, Vice President for Human Resources, who has expressed her commitment to charting a new course for the Cornell Child Care Center.