

# **Child Care Feasibility Study**

## **Iowa State University**

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## Introduction

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In the fall of 2014 Iowa State University's (ISU) Office of Child Care and Family Resources (CCFR), a unit of University Human Resources, sought to hire a consultant to conduct a child care feasibility study. The purpose of the study was to investigate the potential for enhancing the capacity of early childhood programs to serve the needs of ISU's community of faculty, staff and students, and the ISU Research Park tenant community.

The assessment would enable both ISU and the Research Park to devise child care solutions that are mutually beneficial in the attraction and retention of talented and diverse faculty, staff, tenants, and students who are parents—especially women. Family-friendly services such as quality child care can contribute to an environment of work-life support and can help raise the profile and attractiveness of the community and the university.

ISU currently has three nationally accredited child care centers on campus, one run by the College of Human Sciences and two run by CCFR-UHR, that serve student, faculty and staff families. ISU has acknowledged that these centers have been operating at capacity every year with long waiting lists. Increased student enrollment along with increased faculty and staff hiring have brought about the need to examine the potential for enhancing child care service capacity. The objective of the study is to provide ISU with a comprehensive picture of the current and forecasted demand for child care services, the market for child care in the area, potential child care service types, child care center features and estimated costs, and center operating model options. Information was collected through multiple methods including an online child care needs assessment survey, key stakeholder interviews, local child care center interviews, center operational model research and estimated cost research. The information from the study will assist ISU to determine potential priorities to create solutions that meet the child care needs of its communities.

# Key Findings and Considerations

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## Key Findings

### Profile of survey respondents

- A total of 1,460 needs assessment surveys were returned; of that number, 873 reported that they presently have children infant through age 12 and/or plan to have or adopt a child within the next two years, while 587 reported that they did not have children or plan to have children. The latter group was instructed not to continue the survey.
- Sixty-one percent (61%) of survey respondents live in the Ames zip codes of 50010 or 50014.
- Thirty-eight percent (38%) of ISU respondents and 24% of ISU Research Park respondents live in zip code 50010, and 31% of ISU respondents and 16% of ISU Research Park respondents live in zip code 50014.
- The largest primary role represented from ISU respondents was professional and scientific at 51%.
- Workiva had the largest response rate from the ISU Research Park at 49%.
- Three hundred eighty-one (381) respondents (45%) reported having an annual family income of over \$100,000, and 148 respondents (17%) reported having an annual family income of under \$50,000.
- For ISU respondents, 44% reported an annual family income of over \$100,000 and 20% reported having a family annual income under \$50,000. For ISU Research Park respondents, these percentages were 46% and 8% respectively.

### Survey respondents' interest in child care initiatives

- Overall, survey responses show that there is a clear demand for financial assistance for child care, emergency back-up care and a child care center on or near ISU campus or ISU Research Park.
- For those who have children or plan to have or adopt children in the next 2 years, 481 out of 630 ISU respondents and 169 out of 235 ISU Research Park respondents would be very likely or somewhat likely to use a child care center on or near ISU campus or ISU Research Park.
- Of the 169 Research Park respondents who would be very likely or somewhat likely to use a child care center on or near ISU campus or ISU Research Park, 82 were from Workiva and 26 were from NewLink genetics.

- Of the respondents who have children or plan to have or adopt a child in the next two years and reported ISU as their primary place of work or study, 63% (n=134) of faculty, 63% (n=281) of professional and scientific, and 53% (n=160) of all other employees ranked a child care center on or near ISU or ISU Research Park as their first or second choice for child care initiative.
- Of those respondents who have children or plan to have or adopt in the next two years and whose primary place of work or study was ISU, 43% (n=134) of faculty, 58% (n=281) of professional and scientific, and 76% (n=160) of all other employees ranked financial assistance to pay for child care as their first or second choice for child care initiative.
- One hundred seventy-two (172) respondents with an income over \$100,000 and 84 respondents with an income below \$50,000 reported they would be very likely to use a child care center on or near ISU or ISU Research Park.
- There is a clear interest in school-age child care initiatives including emergency back-up care, holiday and vacation care, and summer day camp care.
- For those with children under 5 years old, the highest number of respondents (500) ranked a child care center on or near the ISU campus or Research Park worksite as their first or second choice child care initiative. The next highest number (441) selected financial assistance to pay for child care of their choice as their first or second choice initiative.
- For those with children 6–12 years old, the highest number of respondents (344) selected emergency back-up care on or near the ISU campus or Research Park as their first or second choice.

### **Affordability of child care**

- Affordability of child care came up repeatedly as an issue. The greatest number of survey comments were about the inability to afford the cost of care at the ISU campus centers, and the overall high cost of care in the area. Stakeholder interviews also cited affordability as an issue, and research on local centers shows that the average cost of child care in Ames is higher than elsewhere in the county. For example, in FY 2014 the average weekly cost for infant care was \$246.32 in Ames and \$196.36 for Story County.
- ISU provides financial assistance to students through two different subsidy programs, the CCAMPIS grants for those with an income of less than \$25,000 or meet 175% of the federal poverty guidelines and the Childcare Assistance Program (CAP). The Iowa Department of Human Services provides financial assistance to families whose income is below 145% of the federal poverty level.

- The Iowa-Statewide Voluntary Preschool Program offers ten hours of preschool per week free of charge for four year olds at the Ames Community Schools Northwood Preschool facility and three Ames community child care programs during the academic year.
- Survey results and comments pointed out a very high interest in financial assistance for child care.
- A Child Care Aware study published in 2013 reported that a dual-earner family in Iowa pays an average of 11.6% of family income on child care. The challenge becomes clear when looking at costs for families paying full tuition at the ISU campus centers; a family making \$100,000 annually and paying the full rate for an infant at ISU Community Center would be paying 14% of their family income. If the family makes \$80,000 they would be paying 18% of their family income. It is notable that 56% of survey respondents reported family incomes of under \$100,000.
- Stakeholders discussed the need for affordable quality child care as an important part of recruitment efforts at ISU. In particular it was mentioned as important for associate professors who do not have large salaries and are often in the child bearing years, as well as for increasing diversity and recruiting more women faculty. Survey comments also cited affordable, quality, available on campus child care as key to recruitment.

#### **Availability of child care**

- Waiting lists and no available child care were cited repeatedly as a problem in survey comments, and 62% of survey respondents said that their preferred programs were already filled. This is particularly true for infants. It was reported that there is very little infant care in the community and there are long waiting lists. This was supported by research from local centers as well.
- Forty-four percent (44%) of survey respondents reported that they had trouble finding quality child care, and this was also noted many times in the comments. Of the nine centers interviewed (which did not include ISU programs) only one was NAEYC accredited.

#### **Productivity Impact**

- Many hours of productivity are lost by either people being absent from work or late to work due to problems with child care arrangements. The total number of days late to work or class across all survey respondents was 1,950, and the total number of days work or class was missed across all survey respondents was 1,155. Survey comments also reflected thoughts about productivity and problems with child care.

**Child care center start-up costs**

- Start-up costs for a new on or near campus child care center serving 102 children would cost approximately \$3.5–4 million dollars; this includes architect, construction, furnishings, playground, indoor and outdoor equipment, and start-up staffing.

## **Considerations for Enhancing Child Care Services**

### **New Child Care Center**

Based on the feasibility study results, there appears to be clear overall interest in a new on or near campus child care center. It is important for ISU and the Research Park to consider building a center based on an appropriate model that serves ISU faculty, staff and students and Research Park employees.

- A new center needs to be affordable to a high percentage of their families. There are two common ways for employers to do this: invest funds in the center directly in order to make tuition rates affordable, or subsidize individual families on a sliding fee basis. In some instances both ways are implemented; these options need investigation.
- Study results revealed a need for high quality child care, especially for infant and toddler care. A new center serving approximately one hundred ( $\approx 100$ ) children in nine classrooms (three infant rooms, four toddler rooms, three preschool rooms) would be consistent with demand found in the study results.

### **Additional Center Features**

- Consider the addition of serving school-age children within the new center, as this was of clear interest in the needs assessment results. Transportation can be addressed through negotiation with the Ames school system, or the center may rent bus services or purchase a bus.
- Consider that the new center provides back-up care, whether by having a dedicated classroom for this, or by using the school-age classroom that is not being used during the 9:00 a.m. to 3:00 p.m. portion of the day.

### **Center Structure and Operation**

- New center sustainability is critical. Ongoing support from ISU and the Research Park for rent, heat, light and maintenance must be considered for long-term viability of the center.
- Decisions need to be made regarding how ISU and the Research Park share the start-up costs of a new center, operate the center, and the numbers of slots available to their constituencies.



**Expand Current Center Capacity and Financial Assistance**

- In addition to adding a new campus center, ISU might consider other options that will increase the availability of child care, such as adding slots to the existing ISU centers or setting up a child care home network.
- Additional subsidy for parents' choice of care was indicated as a need. This would be subsidy beyond what might be provided in a new center.

## Needs Assessment Survey Results

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The child care needs assessment survey was administered as part of the feasibility study to better understand the needs and interests of the ISU faculty, staff and student population as well as the ISU Research Park employee population in relation to child care services. The survey was made available in December 2014. Campus stakeholder interviews were conducted in November as well as a collection of additional comments from campus stakeholders to complement the survey effort.

A total of 1,460 surveys were returned. Of that number, 873 (60%) reported that they presently have children age 12 or younger and/or plan to have or adopt a child within the next two years, while 587 (40%) reported that they did not have children nor did they plan to have or adopt a child in the next two years. Those without children and without plans to have children were instructed that they were finished with the survey. Two respondents skipped this question.

It is important to note that not all respondents who completed the survey answered every question, so there is some variation in the number of responses from one question to another. There are many “crosstabs” in this report. A crosstab is a matrix table showing how two or more survey questions are related, for instance, how the likelihood of using an ISU child care center is related to a whether one works/studies on the ISU campus or at the ISU Research Park. The crosstabs presented in this report include only valid non-missing data. Respondents who did not answer one of the questions are not included in the table.

Many respondents included comments on their surveys. When appropriate, comments are included in the text of this report to illustrate key elements of the data results. All comments are included in the Appendix of this report.

The survey results are presented in the following five main sections:

- Profile of Survey Respondents
- Interest in Child Care Initiatives
- Plans to Have or Adopt a Child
- Present Child Care Arrangements
- Impact of Child Care on Work or School
- Use of Existing ISU Child Care Programs

## Profile of Survey Respondents

### Zip Code

Respondents' answers represented 71 unique zip codes. As the table shows, two Ames zip codes (50010 and 50014) have the highest clusters of people living there.

Rank	Zip Code	Response Percent (N=859)
1	50010	35% (n=297)
2	50014	26% (n=227)
3	50023	5% (n=44)
4	50021	4.5% (n=39)
5	50201	3% (n=29)
6	50036	3% (n=26)
7	50124	3% (n=25)
8	50248	1% (n=12)
9	50236	1% (n=10)
10	50156	1% (n=9)
11-71*	Other	16% (n=141)

*\* Fewer than 1% of respondents in each of these ZIP codes*

### Primary place of work or study

Respondents were asked to report their primary place of work or study as either Iowa State University or ISU Research Park. Of 869 respondents, 632 (73%) work or study at ISU, and 237 (27%) work at the ISU Research Park.

### Primary role at ISU

Of the respondents who reported that they work or study at ISU, the largest primary roles represented were: professional & scientific (51%) and faculty (23%), as detailed in the table that follows.

<b>Category</b>	<b>Response Percent (N=624)</b>
Professional & scientific	51% (n=318)
Faculty	23% (n=146)
Undergraduate student	7% (n=46)
Graduate student	7% (n=44)
Graduate assistant	4% (n=26)
Merit	3% (n=18)
Pre-post doctoral	3% (n=16)
Contract	.5% (n=3)
Other	1% (n=7)

### **Worksite at ISU Research Park**

The greatest number of respondents reported their ISU Research Park worksite as Workiva (49%).

<b>Worksite</b>	<b>Response Percent (N=237)</b>
Workiva	49% (n=117)
NewLink Genetics	13% (n=30)
Boehringer Ingelheim	8% (n=18)
Institute for Transportation	6% (n=15)
Other	5% (n=13)
BASF Plant Sciences	3% (n=7)
Etrema Products	3% (n=7)
Farmer's Cooperative	3% (n=6)
Advanced Analytical Technologies	2% (n=5)
Harrisvaccines	2% (n=5)
ISU Research Park Office	2% (n=4)
Siemens	2% (n=5)
Calcium Products	1% (n=3)
Northwest Mutual	1% (n=2)

### Annual household income before taxes

Forty-five percent (45%) of the respondents reported an annual household income of over \$100,000, while 17% reported an annual household income of under \$50,000.

Annual household income	Response Percent (N=862)
Under \$19,999	4% (n=32)
\$20,000–25,999	3% (n=24)
\$26,000–29,999	1% (n=8)
\$30,000–35,999	2% (n=21)
\$36,000–39,999	1% (n=10)
\$40,000–45,999	4% (n=37)
\$46,000–49,999	2% (n=16)
\$50,000–55,999	3% (26)
\$56,000–59,999	3% (n=25)
\$60,000–69,999	6% (n=50)
\$70,000–79,999	7% (n=62)
\$80,000–89,999	11% (n=96)
\$90,000–99,999	8% (n=71)
\$100,000–119,999	20% (n=169)
\$120,000–139,999	10% (n=86)
\$140,000–159,999	7% (n=57)
\$160,000–179,999	3% (n=26)
\$180,000+	5% (n=46)

## Interest in Child Care Initiatives

### Likelihood of using various child care initiatives if they were available through ISU or an ISU Research Park employer

Respondents with children age 12 and younger and those who plan to have or adopt a child in the next two years were asked how likely they would be to use various initiatives if available through ISU or their ISU Research Park employer. The top three initiatives that respondents said they were very likely to use were emergency back-up care, financial assistance and a child care center on or near ISU or ISU Research Park.

Type of initiative	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
A new child care center on or near ISU or your ISU Research Park worksite	48% (n=416)	27% (n=236)	9% (n=75)	9% (n=80)	7% (n=63)
A group of ISU supported child care homes near ISU or ISU Research Park	20% (n=171)	30% (n=263)	16% (n=141)	20% (n=171)	14% (n=121)
Reserved slots in a community child care center	25% (n=210)	33% (n=284)	17% (n=146)	14% (n=122)	11% (n=95)
Financial assistance to pay for your choice of child care	56% (n=485)	16% (n=141)	7% (n=63)	12% (n=103)	9% (n=74)
Emergency back-up care (for when your regular child care arrangements are not available) on or near ISU or your ISU Research Park worksite	56% (n=491)	26% (n=223)	9% (n=75)	5% (n=43)	5% (n=39)
Child care for school-age children during scheduled holidays and school vacation breaks (excluding summer break)	40% (n=351)	28% (n=241)	14% (n=121)	9% (n=82)	9% (n=74)
Daily after-school care program on or near ISU or your ISU Research Park worksite	35% (n=299)	24% (n=204)	12% (n=102)	16% (n=136)	14% (n=125)
A summer care or day camp program for school-age children	44% (n=382)	31% (n=273)	12% (n=105)	7% (n=59)	6% (n=51)

Of those respondents who indicated that they were *very likely* or *somewhat likely* to use a new child care center on or near ISU or the ISU Research Park worksite, their incomes fell into the following categories as outlined in the table below. The relationship between income and likelihood of using a new child care center was very weak.

<b>Annual household income</b>	<b>Very likely</b>	<b>Somewhat likely</b>
Under \$19,999	53% (n=17)	34% (n=11)
\$20,000–25,999	58% (n=14)	38% (n=9)
\$26,000–29,999	63% (n=5)	25% (n=2)
\$30,000–35,999	48% (n=10)	19% (n=4)
\$36,000–39,999	90% (n=9)	0% (n=0)
\$40,000–45,999	59% (n=22)	19% (n=7)
\$46,000–49,999	44% (n=7)	13% (n=2)
\$50,000–55,999	40% (10)	28% (7)
\$56,000–59,999	63% (n=15)	21% (n=5)
\$60,000–69,999	54% (n=27)	22% (n=11)
\$70,000–79,999	52% (n=32)	33% (n=20)
\$80,000–89,999	44% (n=42)	28% (n=27)
\$90,000–99,999	45% (n=32)	32% (n=23)
\$100,000–119,999	40% (n=67)	33% (n=56)
\$120,000–139,999	43% (n=37)	27% (n=23)
\$140,000–159,999	55% (n=31)	18% (n=10)
\$160,000–179,999	58% (n=15)	12% (n=3)
\$180,000+	48% (n=22)	30% (n=14)

### **Ranking of child care initiative usefulness**

Respondents were asked to rank the type of initiative choices in order of their usefulness. They were asked to assign each choice a number of one to four or one to five depending on the ages of their children, with one being their first choice and four or five being their last choice. Respondents were asked to rank all choices. The results have been presented in two tables: those respondents with children 5 years and under, and those with children 6 to 12 years old.

For respondents with children age 5 and under, the highest number of respondents (n=328) ranked a child care center on or near ISU or the ISU Research Park worksite as their first choice. Financial assistance to pay for child care was the next highest ranked as first choice (n=272).

***Initiative usefulness for those with children under 5 years***

<b>Type of initiative</b>	<b>Total ranked 1st</b>	<b>Total ranked 2nd</b>	<b>Total ranked 3rd</b>	<b>Total ranked 4th</b>	<b>Total ranked 5th</b>
A new child care center on or near ISU or your ISU Research Park worksite	328	172	146	93	49
A group of ISU supported child care homes near ISU campus or your Research Park worksite	45	136	163	205	239
Reserved slots in a community child care center	27	116	211	229	205
Financial assistance to pay for your choice of child care	272	169	107	85	155
Emergency back-up care on or near ISU campus or your Research Park worksite	116	195	161	176	140

**Comments**

*Having a child care at the ISU research park would absolutely meet our needs as it would help us to reduce the amount of commuting we do every day between drop and pick the kids from child care, work and home. As the kids would be closer, it will really help us to attend them quickly upon any emergency.*

*Having more quality options supported by ISU will significantly increase our chances of hiring a gender-diverse faculty and provide more concrete evidence of university support for work-life balance.*

*I think this is a fabulous idea that would be a win-win for both employee/students as well as the university. It is an excellent benefit that could be offered to employees as well as internships for the students. This would allow parents to visit their children throughout the day and allow kids a safe place to play and meet new kids, as well as building social and early educational skills.*



For respondents with children ages 6-12 the number one ranked initiative was emergency back-up care on or near ISU or the ISU Research Park worksite (n=217). Close in second and third were a summer care or day camp program, and a daily after-school program.

***Initiative usefulness for those with children 6–12 years old***

<b>Type of initiative</b>	<b>Total ranked 1st</b>	<b>Total ranked 2nd</b>	<b>Total ranked 3rd</b>	<b>Total ranked 4th</b>
Emergency back-up care on or near ISU campus or your Research Park worksite	217	127	168	219
Child care for school-age children during scheduled holidays and public school vacation breaks	110	280	227	114
Daily after-school care program on or near ISU or your ISU Research Park worksite	201	134	179	217
A summer care or day camp program for school-age children	203	190	157	181

**Comments**

*The most beneficial concept would be having an emergency provider as a back-up option. This is the most stressful thing about having an in-home care provider, when they are closed for a whole week for vacation or are sick and cannot take your child. With no immediate family around, this is very hard and my spouse or I have to take a vacation day of work or have to find someone else to deal with this.*

*I would consider using a child care facility in the research park when my regular daycare provider is closed (goes on vacation, is sick, etc.). Right now we have no backup so we usually just end up taking a vacation day to watch the kids when daycare is closed or we have to ask family to help out.*

*Ames has a definite deficit in programs that are affordable and convenient for kids ages 8-14 in the summer and over breaks. I find myself carting the kids from summer classes to summer classes to fill the time so that they are not home alone, and have had to use paid time off for this. Otherwise they sit at home alone with is not preferable. The breaks during the school year are just as hard.*

*As my oldest is starting to get to school-age, having care available during breaks and summer would be a fantastic way to keep her engaged in learning and socializing.*

*My oldest no longer uses daycare but my youngest goes to an after school program which works well. However, we do not have any summer care and every year I struggle to find something acceptable for her which is a challenge. Most programs are not for the whole summer, are only for a few hours so transportation is an issue because I would have to run from work and then return again. Each year I juggle finding enough camps and activities to make sure she has enough to do - it is like having a third job!*

### **Times needed to drop off child(ren) at an ISU or Research Park employer-supported child care center and/or child care home network**

Most respondents with children age 5 and under want to drop off their child off between 7:00 and 8:00 a.m. (65%) and pick their children up between 5:00 and 6:00 p.m. (60%). Results were similar for children 6-12 during summer or vacations.

#### ***Drop-off times***

<b>Choice</b>	<b>For children 5 and under</b>	<b>For children 6–12 during summer or vacations</b>
6–7 a.m.	10% (n=74)	10% (n=68)
7–8 a.m.	65% (n=476)	60% (n=426)
8–9 a.m.	23% (n=165)	26% (n=183)
9–10 a.m.	2% (n=13)	4% (n=30)
10–11 a.m.	.3% (n=2)	<1% (n=4)

### **Times needed to pick up child(ren) at an ISU or Research Park employer-supported child care center and/or child care home network**

#### ***Pick-up times***

<b>Choice</b>	<b>For children 5 and under</b>	<b>For children 6–12 during summer or vacations</b>
12–1 p.m.	<1% (n=5)	<1% (n=3)
1–2 p.m.	1% (n=7)	<1% (n=5)
2–3 p.m.	<1% (n=6)	<1% (n=6)
3–4 p.m.	6% (n=40)	8% (n=54)
4–5 p.m.	28% (n=205)	31% (n=221)
5–6 p.m.	60% (n=433)	56% (n=404)
6–7p.m.	4% (n=28)	4% (n=25)



## Plans to Have or Adopt a Child

### Respondents that plan to have or adopt a child in the next two years

Forty-seven percent of respondents (47%, n=412) reported that they plan to have or adopt a child within the next two years, and 53% (n=460) reported that they do not. Of the people who plan to have or adopt a child, 48% (n=197) did not have children ages 12 or younger.

### Preferred type of child care for unborn child

The largest percentage (58%) of respondents indicated that their preferred type of care for an unborn child was a child care center.

Choice	Response percent	Response total
Child care center	58%	n=237
Child care home (in a provider's home)	18%	n=73
Your spouse or partner	15%	n=62
Caregiver in your home	5%	n=19
Relative	5%	n=19

Seventy-two percent (72%, n=141) of respondents who reported that they plan to have or adopt a child and will be first time parents indicated that they would be very likely to use a new child care center on or near ISU or the ISU Research Park worksite. An additional 23% (n=45) indicated that they would be somewhat likely.

### Comments

*Ames has a severe lack of affordable daycare, especially for infants. When I went back to work after having my daughter, we had very limited options of where she could go because she was an infant.*

*Quality childcare for infants is impossible to find/afford in Ames.*

*It is EXTREMELY difficult to find infant care slots in Ames. We need more infant care centers.*

*It is next to impossible to find quality, safe and affordable care for infants in Ames. If you devote resources to child care, please don't only focus on the 2+ age range. Infant care is desperately needed.*

## Present Child Care Arrangements

Seventy-seven percent of respondents (77%, n=663) reported that they presently have child(ren) that are age 12 or younger, and 23% (n=203) reported that they do not. Those who reported that they do not were instructed that they had completed the survey.

Those with children presently age 12 or younger were asked to report how many children they had in various age groups, the primary type of child care they used for each child, and the cost of that child care. We have presented all of these data in the following four tables. It is important to note that some respondents reported that they did not have a cost associated with the child care they used, and therefore they were not included in the four tables of data results.

### Ages of children

Those with child(ren) age 12 or younger were asked to report the ages of their child(ren). The table below shows for the numbers of children in each age group.

Age of child(ren)	Number in this age group*	Percent in this age group
Infant (0–12 months)	146	14%
Younger Toddler (13–23 months)	136	13%
Older Toddler (24–35 months)	118	11%
Young preschooler (3 years)	102	10%
Older preschooler (4 years)	112	10%
Young school-ager (5–9 years)	341	32%
Older school-ager (10–12 years)	123	11%

*\* These numbers differ somewhat from the numbers reported earlier, in the Profile section, because not all respondents answered this question. The discrepancy is greatest for newborns because many respondents who were planning to have children appear to have reported them as newborns in the earlier table.*

### Primary type of care used

Those with child(ren) age 12 or younger were also asked to report on the primary type of care arrangement their child(ren) they use. See the table below for the numbers of children in each type of care arrangement.

Type of care	Number in this type of care	Percent in this type of care
Spouse or partner	329	31%
Child care center	240	22%
Child care home	213	20%
Other	153	14%
Caregiver in your home	79	7%
Other relative	61	6%

### Primary type of care used by age group

For children under 5 years old, there appears to be a steady increase in the use of a child care center as the child ages as a primary type of care.

Type of care	Infant	Young Toddler	Older Toddler	Young Pre-Schooler	Pre-Schooler	Young School-Ager	School-Ager
Spouse or partner	21%	16%	19%	25%	10%	28%	27%
Other relative	10%	10%	7%	1%	5%	6%	13%
Caregiver in your home	6%	8%	5%	1%	4%	5%	11%
Child care home	30%	29%	29%	25%	24%	12%	2%
Child care center	26%	35%	37%	45%	51%	26%	7%
Other	6%	3%	3%	4%	6%	23%	40%

### Cost of care used

For each child age 12 or younger, respondents were asked to report how many hours per week the child spent in paid child care and how much they paid for the care each week. Because of this range and in order to be able to validly compare rates across types of care and age groups, we converted the weekly rates reported by respondents into **hourly rates** (i.e., weekly rate divided by number of hours per week).

Type of care	Infant	Young Toddler	Older Toddler	Young Pre-Schooler	Pre-Schooler	Young School-Ager	School-Ager
Other relative	\$2.70 (n=7)	\$6.90 (n=7)	\$3.10 (n=3)	\$4.20 (n=4)	\$6.00 (n=5)	\$8.30 (n=4)	\$5.20 (n=30)
Caregiver in your home	\$10.20 (n=8)	\$8.20 (n=9)	\$9.80 (n=6)	\$4.50 (n=1)	\$9.00 (n=3)	\$9.60 (n=15)	\$7.10 (n=10)
Child care home	\$3.60 (n=43)	\$3.30 (n=39)	\$4.40 (n=34)	\$4.10 (n=25)	\$5.00 (n=27)	\$6.30 (n=38)	\$11.40 (n=2)
Child care center	\$6.90 (n=38)	\$7.70 (n=46)	\$8.00 (n=43)	\$6.60 (n=46)	\$6.90 (n=55)	\$7.90 (n=86)	\$9.60 (n=8)
Other	\$4.00 (n=6)	\$11.50 (n=4)	\$4.80 (n=3)	\$5.40 (n=4)	\$6.90 (n=6)	\$8.00 (n=42)	\$12.20 (n=8)

\* Rates have been rounded to the nearest \$.10.

## Reasons for changing child care arrangements

Respondents were asked if they were to change their child care arrangements, what reasons they would have for looking for new arrangements, and they were asked to check all reasons that applied. Location of care, cost of care and quality of care were notably cited.

Reason	Response Percent (N=1,074 children)
Location of care	30%
Not applicable; I would not be looking for new child care arrangements	30%
Cost of care	29%
Quality of care	23%
Care will no longer be available	21%
Hours care is available	20%
Child's needs are changing	19%
Child doesn't like arrangement	7%
We'll be moving	6%
Child is no longer eligible because of age	5%

## Comments

*Although we thought that the ISU child care center was way too expensive, we enrolled our son during the summer months. After that, we just couldn't keep him there because of how expensive it was, even the before and after school program.*

*Infant daycare is significantly more expensive (and exclusive) in Ames than in other nearby cities. We recently moved from Ames to Ankeny, and one of the main reasons was to find available, affordable daycare. My husband and I both still work at ISU but moved to Ankeny for better daycare and more family-friendly community.*



### How easy or difficult it has been to find child care arrangements

Seventy-two percent (72%) of respondents reported that it was either somewhat difficult or very difficult to find child care arrangements that meet their needs.

Choice	Response Percent (N=665)
Very easy	6%
Somewhat easy	22%
Somewhat difficult	43%
Very difficult	29%

### Problems in arranging for child care

Respondents were asked to select the kinds of problems they have had in arranging child care, and they were asked to check all the types of problems that applied. The top reasons given for problems encountered in arranging of care were that preferred care was too expensive, preferred programs were full, and they had trouble finding good quality child care.

Choice	Response Percent (N=622)
Preferred care was too expensive	64%
Preferred programs were already filled	62%
Had trouble finding good quality care	44%
Had trouble finding choices to suit my schedule	38%
Friends or relatives were unavailable	37%
Locations of programs were too far away	29%
Did not know where to begin looking	28%
Had trouble finding choices to suit my child's needs	19%
My child was too young for programs	18%

## Comments

*Current on campus centers are very expensive, I would have loved to bring my infant somewhere closer to work, and been able to go nurse him over my lunch hour, but we could not afford any of the options close to work.*

*We found childcare centers too expensive on our past income. We have twins due this spring. They will stay home with my spouse because of daycare costs.*

*Child care is a huge expense, especially for a single parent. It is my biggest expense each month. I would like to see something done to make it more affordable.*

*As a young post-doc family with very little savings and suddenly going from grad-students to working adults with responsibilities, on-campus childcare of \$12,000+ a year is prohibitive.*

*Daycare has been a constant struggle for us. We live in Granger and my husband works at the airport and has traveled a lot. I looked in Ames but couldn't afford to work with the cost of the centers and couldn't find in home day care that was suitable.*

*If you have really young children there are no vacancies available at a quality place, leaves parents having to work less or make other arrangements with spouses or family. If both parents work at ISU and no space is available at a quality care center then this is really stressful and unproductive.*

*Quality childcare for infants is impossible to find/afford in Ames.*

## Impact of Child Care on Work or School

### Days late to work or class, and days work or class was missed

Respondents were asked to report how many days they arrived late to work or to class and how many days they missed work or class *in the past year* due to the following three choices: a problem with their child care arrangement, a child's illness, or another child-related responsibility (e.g. parent/teacher conference). Presented is the average number of days reported per respondent, as well as the total number of days across all respondents.

#### ***Number of days arrived late to work or class***

Choice	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
A problem with your child care arrangements	3.6 days	1,950
A child's illness	3 days	1,693
Another child-related responsibility	2.5 days	1,319

#### ***Number of days work or class missed***

Choice	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
A problem with your child care arrangements	2.1 days	1,122
A child's illness	3.8 days	2,331
Another child-related responsibility	1.7 days	821

## Impact of having a child care initiative

Respondents were given choices of how having access to a child care initiative that they liked and could afford would impact their lives. They were asked to check all choices that applied. Results are presented in two categories: those of ISU students, and those of ISU faculty, staff and Research Park employees. It is clear that students felt that having a child care initiative would allow them to focus more on studying and likely get better grades. ISU faculty and staff and Research Park employees indicated they could work more hours at their jobs.

### ISU students

Choice	Response Percent (N=65)
Be likely to focus more on studying	88%
Be likely to get better grades	71%
Be able to get degree sooner	48%
Be likely to enroll in future semesters	38%
Take more classes per semester	35%
Be able to take more day classes	28%
None of the above	8%

### Comments

*This semester I had to drop below fulltime because of working at a daycare, school, trying to be a good mom, cleaning, cooking, etc. I just don't have the time to be a full-time student. I hope that you will be able to create a good program for families like us who are struggling to make our lives better by getting degrees.*

*The programs for undergraduate/graduate student families are wonderful. While I finished my undergrad, I was offered grants as well as a sliding fee scale that allowed me to go to school full-time while having young children at home.*

*Even with assistance childcare was a crushing cost. It caused me to take a half schedule cause it was nearly as expensive as housing for 3.*

**ISU faculty, staff and Research Park employees**

Choice	Response Percent (N=630)
Work more hours at your job	44%
Work different hours or a different shift	24%
Seek a promotion	23%
Other	44%

**Comments**

*Thanks so much for your interest - helping with childcare will MOST definitely help me to work more productively and improve job satisfaction.*

*My concerns about childcare are less for my situation and more for prospective employees. Last year I recruited and hired a promising grad student who was also a single mom. She withdrew after a year, primarily because she could not find a reliable, safe childcare center that she could afford AND get her daughter into on a few months notice.*

*There is a GREAT need for quality and affordable childcare options for University employees on-site. Some of the happiest and most productive employees who are parents are those that have secure care for their children. Me being one of them.*

## Use of Existing ISU Child Care Centers

Respondents were asked if they had child(ren) currently enrolled in one of the ISU child care centers. Thirteen percent (13%, n=87) reported that they did, while 87% (n=579) reported that they did not.

Those who indicated that they are currently using an ISU center were asked to report on their satisfaction with that center. The following table shows these results by center. Over one-half of respondents were very satisfied with the ISU center they were currently using. There are relatively few respondents that were only somewhat satisfied with the ISU center they were using.

Choice	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied
University Child Care Center at Veterinary Medicine	64% (n=23)	25% (n=9)	11% (n=4)	0% (n=0)
University Community Child Care at University Village	59% (n=19)	25% (n=8)	16% (n=5)	0% (n=0)
ISU Child Development Lab School	56% (n=14)	28% (n=7)	16% (n=4)	0% (n=0)

Those who indicated that they were not using an ISU center were asked to report on why they were not using an ISU center. Almost one-half of respondents indicated the ISU child care centers are too expensive.

Choice	Response Percent (N=561)
Services too expensive	47%
No openings	34%
Wanted child closer to home	24%
Hours of operation did not meet my needs	8%
Other	28%

## Comments

*I would love to use the ISU child care centers, but they are WAY too expensive, especially considering how much the average ISU employee is paid. I would be able to work more hours and miss less work.*

# Stakeholder Feedback

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Feedback from various representatives of ISU's administrative and academic departments and representatives from the Research Park was gathered regarding the need for child care and the implementation of initiatives for ISU faculty staff and students and Research Park employees. Two meetings were held on campus, and several meetings were held in the Research Park.

## Key thoughts

Various thoughts, opinions and ideas gathered from meetings with stakeholders are highlighted below.

- There is a clear need for high quality child care in the Ames area.
- There are few infant spaces at local centers and in the ISU campus centers.
- There are long waiting lists at centers, especially for infant care.
- The cost of child care in the area is high which is a big barrier for most families.
- Preschool slots in the area are more available than infant and toddler slots.
- There is the need for more affordable, quality after-school programs in the area.
- Overall there is a feeling that students at ISU are favored over faculty and staff when it comes to child care.
- New ISU faculty (e.g. Associate Professors) cannot afford child care costs.
- For young faculty at ISU; child care is a big deal—a big factor.
- A campus center would help with recruitment of faculty at ISU.
- ISU needs to “walk the talk” regarding diversity and the recruitment of women faculty by having enough affordable, quality child care.
- There is the perception that ISU doesn't always value work-life initiatives.
- Funding for child care will be key in implementing initiatives.
- Sustainability of a new center must be shown. Start-up funding may be there, but there is a need to make sure there is ongoing funding.
- Space on campus is at a premium.
- ISU and the Research Park need to think about how they will share the slots at a new child care center.



- The Research Park employees' needs for child care is great with the same issues as the ISU population (i.e. cost, availability).
- A new building for a child care center is more realistic than renovating an existing building
- A challenge with a new building will be the number of doors required to the outside and how this affects security.
- There will need to be storm sheltering considerations when building a new center.

## Child Care Competition and Pricing

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To examine the capacity, competition and pricing of child care in Story County and in and around the City of Ames, information was gathered from the local child care resource and referral agency and from market research interviews with a selection of individual child care centers.

### Capacity

The Iowa Child Care Resource & Referral agency provided data on capacity and rates for both center-based and home-based child care in Story County and in the city of Ames. The charts below illustrate this data. Note that “Desired capacity” denotes how many children a center or child care home chooses to enroll.

#### Child care center capacity

##### *Ames Child Care Centers—November 2014*

Number of centers	Licensed capacity	Desired capacity	Reported vacancies
17	1,246	1,046	N/A

##### *Story County Child Care Centers—November 2014*

Number of centers	Licensed capacity	Desired capacity	Reported vacancies
26	1,991	1,794	N/A

#### Child care home capacity

##### *Ames Child Care Homes—November 2014*

Number of homes	Licensed capacity	Desired capacity	Reported vacancies
36	372	265	27

**Story County Child Care Homes—November 2014**

Number of homes	Licensed capacity	Desired capacity	Reported vacancies
77	828	576	73

**Non registered child care home capacity\*****Ames Non Registered Child Care Homes—November 2014**

Number of homes	Licensed capacity	Desired capacity	Reported vacancies
23	115	87	23

**Story County Non Registered Child Care Homes—November 2014**

Number of homes	Licensed capacity	Desired capacity	Reported vacancies
40	200	155	26

*\* People who provide child care in their own home and who care for five or fewer children are not required to be registered with the Iowa Department of Human Services but have an option to do so. These arrangements are considered non-registered child care homes.*

## Rates

### Child care center rates

#### *Ames Child Care Centers FY 2014*

<b>Weekly full-time rates</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Infants (0–12 mos)	\$190	\$283.48	\$246.32
Toddlers (13–23 mos)	\$190	\$283.48	\$246.32
2 year olds	\$150	\$264.41	\$205.35
3 year olds	\$140	\$234.41	\$187.07
4 & 5 year olds	\$125	\$234.41	\$182.03
School-age (before & after)	\$40	\$96.51	\$76.78
FT school-age	\$125	\$199	\$152.71

#### *Story County Child Care Centers FY 2014*

<b>Weekly full-time rates</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Infants (0–12 mos)	\$144	\$283.48	\$196.36
Toddlers (13–23 mos)	\$144	\$283.48	\$194.82
2 year olds	\$112	\$264.41	\$176.09
3 year olds	\$112	\$234.41	\$164.03
4 & 5 year olds	\$112	\$234.41	\$161.02
School-age (before & after)	\$40	\$96.51	\$76.22
FT school-age	\$105	\$199.53	\$133.38

## Child care home rates

### *Ames Child Care Homes FY 2014*

<b>Weekly full-time rates</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Infants (0–12 mos)	\$100	\$175	\$146.03
Toddlers (13–23 mos)	\$100	\$175	\$144.86
2 year olds	\$100	\$175	\$141.71
3 year olds	\$100	\$175	\$141.57
4 & 5 & ½ day Kindergarteners	\$105	\$175	\$141.32
School-age (before & after)	\$35	\$90	\$64.61
FT school-age	\$75	\$165	\$123.41

### *Story County Child Care Homes FY 2014*

<b>Weekly full-time rates</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Infants (0–12 mos)	\$100	\$175	\$136.76
Toddlers (13–23 mos)	\$100	\$175	\$134.78
2 year olds	\$100	\$175	\$132.88
3 year olds	\$100	\$175	\$132.07
4 & 5 & ½ day Kindergarteners	\$105	\$175	\$131.53
School-age (before & after)	\$25	\$115	\$62.34
FT school-age	\$75	\$165	\$118.79

The information provided by the child care resource and referral agency indicates that the average cost of care in Ames is clearly higher than the average cost of care in the County.

## **Ames area child care market research**

Research on the child care market in Ames and the local area was conducted in November and December 2014. Information was gathered from interviews with the directors of nine area child care programs that offer full-day care to examine areas such as tuition, staff salaries, enrollment, schedules offered, wait list and vacancy information. The three ISU centers were included in this research. The other child care programs interviewed were selected by ISU, and included:

- Ames Community Preschool Center (Ames)
- Caterpillar Clubhouse (Gilbert)
- Child Care Junction (Boone)
- Childserve Child Care Center (Ames)
- Eagles Loft (Ames)
- Formative Years (Ames)
- Lilypad Learning Center (Huxley)
- Little Endeavors (Ankeny)
- Whistle Stop Academy (Huxley)

### **Key findings of interest**

- All of the centers are relatively large programs, serving between 56 and 168 children on a daily basis.
- Ten out of twelve programs offer care for young infants (under 12 months), one additional program offers care starting with infants 18 months of age.
- Eleven out of twelve programs offer infant and/or toddler care; there are a total of approximately 263 slots across all programs for children age 2 years and younger.
- Only two programs have openings for infants; one has six openings and one has two openings.
- There are approximately 345 children under age two years on wait lists across all programs. Note that families may have their names on more than one program's wait list.
- Seven out of twelve programs open before 7 a.m., and ten of twelve are open until 6 p.m.
- Nine programs offer some form of part-time scheduling option.
- Full-time tuition rates for infants range from \$165 to \$290 (excluding low end of sliding fee scale rates).

- Seven directors reported salary ranges for the director position; these ranged from \$34,000 to \$60,000 per year.
- Head teacher salaries ranged from \$8.50 per hour to \$19 per hour. Assistant teacher salaries ranged from \$8 per hour to \$9 per hour with one outlier at \$15.76 per hour.
- Four programs are NAEYC accredited; three of those are on the ISU campus and one is in the community.

The tables that follow provide detail on the twelve programs.

***Child care program enrollment***

	<b>Enrollment on daily basis (approximate)</b>	<b>Enrollment by age</b>	<b>School-age enrollment</b>
<b>Ames Community Preschool Center</b> (non-profit)	110	18 mos–2 yrs: 15 2 yr olds: 25 3 yr olds: 16 4 yr olds: 18 5 yr olds: 36	Located at 6 sites: 30–50 children at each site
<b>Caterpillar Clubhouse</b> (for-profit)	61	0–12 mos: 8 13–23 mos: 8 2 yr olds: 12 3 yr olds: 15 4 yr olds: 15 5 yr olds: 3	
<b>Child Care Junction</b> (non-profit)	101	0–12 mos: 8 13–23 mos: 12 2 yr olds: 18 3 yr olds: 18 4 & 5 yr olds: 19	30
<b>Childserve Child Care Center</b> (non-profit)	95	3–7 mos: 8 5–9 mos: 8 10–14 mos: 8 14–18 mos: 7 18–24 mos: 5 2 yr olds: 20 3 yr olds: 24 4 & 5 yr olds: 24	
<b>Eagles Loft</b> (for-profit) Serves GSA/USDA employees	80	Infants: 8 Toddlers: 12 2 yr olds: 12 3 yr olds: 15 4 yr olds: 18	30
<b>Formative Years</b> (for-profit)	120	2 yr olds: 12 3 yr olds: 16 4 & 5 yr olds: 36	48
<b>Lily Pad Learning Center</b> (for-profit)	120	0–12 mos: 16 13–23 mos: 12 2 yr olds: 24 3 yr olds: 16 4 yr olds: 60	45
<b>Little Endeavors</b> (for-profit)	168	0–12 mos: 32 13–23 mos: 24 2 yr olds: 24 3 yr olds: 30 4 yr olds: 33	25
<b>Whistle Stop Academy</b> (for-profit)	126	0–2 yrs: 40 2 yr olds: 12 3 yr olds: 16 4–5 yr olds: 18	30
<b>ISU Child Development Lab School</b> (part of ISU)	56	0–12 mos: 4 13–23 mos: 4 2 yr olds: 12 3–5 yr olds: 36	
<b>University Community Childcare</b> (non-profit)	100	0–24 mos: 12 18 mos–3 years: 16 3–4 yr olds: 16 4–5 yr olds: 16 5 years: 16	21
<b>ISU Child Care Center at Vet Med</b> (for-profit)	76	0–18 mos: 12 19–30 mos: 18 30 mos–3: 22 4 & 5 yr olds: 24	



***Child care program hours and schedules***

	<b>Hours of operation</b>	<b>Yearly Schedule</b>	<b>PT schedule options</b>
<b>Ames Community Preschool Center</b> (non-profit)	7 a.m.–6 p.m.	Calendar year	Part day and part week
<b>Caterpillar Clubhouse</b> (for-profit)	7 a.m.–6 p.m.	Calendar year	Part day and part week
<b>Child Care Junction</b> (non-profit)	6 a.m.–6 p.m.	Calendar year	None
<b>Childserve Child Care Center</b> (non-profit)	6:30 a.m.–6 p.m.	Calendar year	None
<b>Eagles Loft</b> (for-profit) Serves GSA/USDA employees	6 a.m.–6 p.m.	Calendar year	Part week
<b>Formative Years</b> (for-profit)	6:30 a.m.–6 p.m.	Calendar year	Part day and part week
<b>Lily Pad Learning Center</b> (for-profit)	6 a.m.–6 p.m.	Calendar year	Part day and part week
<b>Little Endeavors</b> (for-profit)	6:30 a.m.–6 p.m.	Calendar year	Part week
<b>Whistle Stop Academy</b> (for-profit)	6 a.m.–6 p.m.	Calendar year	Part week
<b>ISU Child Development Lab School</b> (part of ISU)	7:30 a.m.–5:30 p.m.	Calendar year	None
<b>University Community Childcare</b> (non-profit)	7 a.m.–5:30 p.m.	Calendar year & School year	Only part day & part week for school year preschoolers
<b>ISU Child Care Center at Vet Med</b> (for-profit)	7 a.m.–6 p.m.	Calendar year	Part week for 3–5 yr olds

***Child care program vacancies and wait lists***

	<b>Vacancies</b>	<b>Wait list</b>
<b>Ames Community Preschool Center</b> (non-profit)	None	18 mos–2 yrs: 40 2–4 yrs: several 4–5 yrs: space
<b>Caterpillar Clubhouse</b> (for-profit)	None	0–12 mos: 4 13–23 mos: 2 2 yr olds: 2 3 yr olds: 2 4 yr olds: 7
<b>Child Care Junction</b> (non-profit)	2 yr olds: 2 4 & 5 yr olds: 5	0–12 mos: at least 5
<b>Childserve Child Care Center</b> (non-profit)	2 yr olds: 1 3 yr olds: 8	Some
<b>Eagles Loft</b> (for-profit) Serves GSA/USDA employees	None	Infants: 50 Toddlers: 50 2–3 yr olds: 20
<b>Formative Years</b> (for-profit)	3 yr olds: 3 4 & 5 yr olds: 1	2 yr olds: 30
<b>Lily Pad Learning Center</b> (for-profit)	4 yr olds: 2	0–23 mos: 17 2–3 yr olds: 3 School-age: 4
<b>Little Endeavors</b> (for-profit)	0–12 mos: 6 13–23 mos: 4 2 yr olds: 4 3 yr olds: 6 4 yr olds: 8 School-age: 2	None
<b>Whistle Stop Academy</b> (for-profit)	None	0–12 mos: 6 Others: 2
<b>ISU Child Development Lab School</b> (part of ISU)	3–5 yr olds: 4	0–12 mos: 14 unborn 50 infants 13–23 mos: 50 2 yr olds: 20 3–5 yr olds: 6
<b>University Community Childcare</b> (non-profit)	0–24 mos: 2 5 years: 2	0–24 mos: 75 18 mos–3 years: 75 3–4 yr olds: 10 4–5 yr olds: 10
<b>ISU Child Care Center at Vet Med</b> (for-profit)	30 mos–3: 2 4 & 5 yr olds: 4	0–18 mos: 96 19–30 mos: 26 30 mos–3: 8 4 & 5 yr olds: 4

**Child care program tuition rates**

	<b>Tuition assistance</b>	<b>Full-time tuition rates (weekly or monthly)</b>	
<b>Ames Community Preschool Center</b> (non-profit)	Sliding fee based on income & family size	18 mos–2 yrs:	\$635-905
		2 yr olds:	\$565-835
		3-4yr olds:	\$565-795
		4-5 yr olds:	\$480-710
		Before & after school	\$200-300
<b>Caterpillar Clubhouse</b> (for-profit)		0–12 mos:	\$180
		13–23 mos:	\$180
		2 yr olds:	\$160
		3 yr olds:	\$150
		4 yr olds:	\$100 (part day only)
<b>Child Care Junction</b> (non-profit)		0–12 mos:	\$165
		13–23 mos:	\$165
		2 yr olds:	\$155
		3 yr olds:	\$150
		4 & 5 yr olds:	\$145
		School-age:	\$30-95
<b>Childserve Child Care Center</b> (non-profit)		0–2 yrs:	\$220
		2–3 yrs:	\$190
		2 yr olds:	\$155
		3, 4, 5 yrs:	\$180
<b>Eagles Loft</b> (for-profit) Serves GSA/USDA employees		Community rates:	
		Infants:	\$1,200
		Toddlers:	\$1,000
		2 yr olds:	\$1,000
		3 yr olds:	\$1,000
		4 yr olds:	\$901
		Before & after-school:	\$427
		Inc summer:	\$884
<b>Formative Years</b> (for-profit)		2 yr olds:	\$760
		3-5 yr olds:	\$745
		Kindergarten B&A school:	\$385
		Before & after school:	\$375
		School-age summer:	\$620
<b>Lily Pad Learning Center</b> (for-profit)		0–12 mos:	\$175
		13–23 mos:	\$175
		2 yr olds:	\$165
		3 yr olds:	\$155
		4 yr olds:	\$145
		School-age:	\$73
<b>Little Endeavors</b> (for-profit)		0–20 mos:	\$223
		2 yr olds:	\$213
		3 yr olds:	\$193
		4 yr olds:	\$180
		After-school:	\$90
<b>Whistle Stop Academy</b> (for-profit)		0–2 yrs:	\$180
		2 yr olds:	\$170
		3 yr olds:	\$160
		4–5 yr olds:	\$155
		School-age:	\$80
<b>ISU Child Development Lab School</b> (part of ISU)	Sliding fee based on income for 2–5 year olds	0–12 mos:	\$1,255
		13–23 mos:	\$1,255
		2 yr olds:	\$919–1,171
		3–5 yr olds:	\$837–1,038
<b>University Community Childcare</b> (non-profit)	Sliding fee based on income & family size	Infants:	\$705-1,190
		Toddlers:	\$670-1,040
		Preschoolers:	\$610-885
		Before & after school:	\$328-397
		School-age summer:	\$610-755
<b>ISU Child Care Center at Vet Med</b> (for-profit)	Sliding fee based on income	0–2 yrs:	\$750-1,246
		2–3 yrs:	\$665-1,202
		3–5 yrs:	\$641-1,067

### ***Child care program staff salaries***

	<b>Salaries</b>	<b>Benefits</b>
<b>Ames Community Preschool Center</b> (non-profit)	Director: N/A Head teacher: \$11.70/hour Asst. teacher: \$10.56/hour PT Aides: \$8.49/hour	
<b>Caterpillar Clubhouse</b> (for-profit)	Director: N/A Asst. Director: \$12/hour Head teacher: \$9/hour Asst. teacher: \$8/hour	
<b>Child Care Junction</b> (non-profit)	Director: N/A Head teacher: \$8.50-9.50/hour Asst. teacher/aides: \$8/hour	Benefits include: • Paid time off • Paid holidays • No health/dental
<b>Childserve Child Care Center</b> (non-profit)	Director: \$14–20 Lead teacher: \$10–15/hour Teacher: \$9–14/hour PT asst. teacher: \$8.21/hour	
<b>Eagles Loft</b> (for-profit) <b>Serves GSA/USDA employees</b>	Director: \$50–60,000 Lead teacher: \$10/hour Asst. teacher: \$9/hour	Benefits include: • Full health • Dental • Cell phone discount
<b>Formative Years</b> (for-profit)	Director: N/A Head teacher: \$9-16/hour PT aides: \$7.25-9/hour	Benefits include: • 50% health & dental coverage • Fitness program • Roth IRA
<b>Lily Pad Learning Center</b> (for-profit)	Director: \$30-40K Head teacher: \$10-13/hour Asst. teacher: \$9-12/hour PT tides: \$7.25-9/hour	Benefits include: • 50% health coverage • Dental plan
<b>Little Endeavors</b> (for-profit)	Director: \$34K Head teacher: \$10/hour Asst. teacher: \$8/hour PT aides: \$7.50-8/hour	Benefits include: • Tuition assistance • Part health coverage
<b>Whistle Stop Academy</b> (for-profit)	Director: N/A Lead teacher: \$10–15/hour Asst. teacher: \$8–9/hour	Benefits for FT employees include: • Health coverage • Retirement
<b>ISU Child Development Lab School</b> (part of ISU)	Director: \$54,000 Lead teacher: \$40,000 Asst. teacher: \$32,800	Benefits through ISU: • Retirement • Full health & dental • Vision • Tuition assistance • Life insurance • Paid sick & vacation leave
<b>University Community Childcare</b> (non-profit)	Director: \$21.49/hour Lead teacher: \$11.15–12.95/hour Asst. teacher: \$7.50/hour (work study students)	Benefits include: • Vacation • 6 sick days • Cash benefit of 13% annually
<b>ISU Child Care Center at Vet Med</b> (for-profit)	Director: \$43,000 Lead teacher: \$10.50–11/hour Asst. teacher: \$9.50–10.25/hour	Benefits include: • Health • Vision • Dental

**Additional information**

	<b>NAEYC Accreditation</b>	<b>Other extra services offered</b>
<b>Ames Community Preschool Center</b> (non-profit)	No	
<b>Caterpillar Clubhouse</b> (for-profit)	No	
<b>Child Care Junction</b> (non-profit)	No	
<b>Childserve Child Care Center</b> (non-profit)	No	Summer only field trips, music, yoga
<b>Eagles Loft</b> (for-profit) <b>Serves GSA/USDA employees</b>	Yes	
<b>Formative Years</b> (for-profit)	No	Fitness classes, Spanish class offered at \$20/month
<b>Lily Pad Learning Center</b> (for-profit)	No	
<b>Little Endeavors</b> (for-profit)	No	
<b>Whistle Stop Academy</b> (for-profit)	No	
<b>ISU Child Development Lab School</b> (part of ISU)	Yes	
<b>University Community Childcare</b> (non-profit)	Yes	Mildly ill care
<b>ISU Child Care Center at Vet Med</b> (for-profit)	Yes	Music offered at \$25/month

# Demographic and Socio-economic Composition of Children

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In order to examine the demographic and socio-economic composition of the children in the Ames area, we reviewed data from the Iowa Child Care Resource & Referral, the Iowa State Data Center/US Census Bureau, the Ames Community School District, and Iowa State University's Iowa Community Indicators Program.

***The Iowa Child Care Resource & Referral's Story County Data Sheet July 2014 provides the following information:***

Total Story County population	90,957
Children ages 0 to 5	5,689
Children ages 6 to 9	3,553
Children ages 10 to 12	2,721

*Data source: Woods & Poole Population Estimates as of 12/31/2013*

Families with all parents working with children under 6 years	69%
Median family income	\$76,521
Average weekly income	\$1,472

*Data source: State Library of Iowa*

***The Iowa Data Center provides the following information:***

Story County median family income with children under 18 years	\$72,665
Story County estimated number of people in poverty under 18 years	1,801

*Data source: U.S. Census Bureau, December 2013*

***The Ames Community School District provided the following information:***

The Ames School District does not complete enrollment projections; the reason stated was the transient ISU community (especially graduate students) does not allow them to project accurately. The district also has a Pre K program (statewide voluntary preschool program) that is half-day, either mornings or afternoons, and this is free for all families. The enrollment in this program has definitely grown.

The Director of School and Community Relations for the Ames School District provided information on the enrollment from 2009 to 2014 for Kindergarten across all of the five elementary schools, and the Northwood Preschool center. The following table shows these numbers and the percent of change over the years.

***Ames Kindergarten enrollment 2009 to 2014***

<b>School</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Edwards</b>	47	47	43	64	49	60
<b>Fellows</b>	72	59	83	97	79	75
<b>Meeker</b>	66	68	91	73	75	75
<b>Mitchell</b>	66	62	43	46	64	46
<b>Northwood Preschool*</b>	45				16	
<b>Sawyer</b>	94	66	76	73	75	67
<b>TOTALS</b>	390	302	336	353	358	323
<b>Percent Change</b>		<b>-23%</b>	<b>10%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>-1%</b>

*\*Northwood Preschool was used for an overflow Kindergarten classroom, and was not used in 2010, 2011, 2012 and 2013*

The Director noted that the enrollment for Kindergarten across all schools is somewhat dependent on the numbers of ISU graduate students living in the area each year; this is based on anecdotal evidence, not on any research or data collected.

The average percentage of children enrolled in the free lunch program across all schools is 34.4%. To qualify for the free lunch program a family of four must have an annual income below \$31,005.

***Iowa State University's Iowa Community Indicators Program Iowa School District Profiles–  
Ames 2012–2013 provides the following information:***

Total PK–12 enrollment for the 2012–13 academic year	4,556
Percentage of PK–12 students eligible for free/reduced lunch	28.8%
Percentage of children 5–17 in families in poverty	14.1%
Number of PK students enrolled	311
Number of Kindergarten students enrolled	390
Projected enrollment for the next 5 years	+0.8%

*Data source: Iowa Department of Education*



## Financial Assistance Available for Families

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There are a variety of types of financial assistance available to families in Story County; some require families to meet certain eligibility guidelines and some do not. Some are programs that offer direct assistance to families and others provide funding to agencies or child care programs, which then pass along the financial assistance to families.

### ISU Child Care Subsidy

#### **CCAMPIS grants**

The CCAMPIS program is a federal grant funded by the US Department of Education, to support student-parents as they complete their education. The program is administered by ISU's Office of Child Care and Family Resources (CCFR), a unit of University Human Resources, and supports ISU low-income eligible students by providing financial assistance towards the use of campus child care services. Families who meet the requirements of the program receive a 60% reduction of their monthly direct child care tuition.

Eligibility requirements include the following:

- Enrollment full-time at ISU
- Use one of ISU's campus child care centers
- Income no more than \$25,000 or meet 175% of the federal poverty guidelines
- Have cumulative GPA of 2.0 to apply

#### **CAP (Childcare Assistance Program)**

The Childcare Assistance Program is a scholarship program designed to assist student parents with their child care expenses while they are attending ISU. This program provides a \$500 scholarship per semester to assist student parents with their child care expenses while attending ISU. The program is funded by ISU Student Financial Aid and administered by CCFR.

Eligibility requirements include the following:

- Be enrolled at least half-time at ISU and actively seeking a degree
- Be the parent of a child under Kindergarten age
- Have complete financial information currently on file in the Office of Student Financial Aid and demonstrate financial need
- Be making satisfactory academic progress as required by ISU

### **Iowa Department of Human Services**

To be eligible for the Iowa state DHS Child Care Assistance program, families must have a child who needs care and is under age 13, meets income eligibility and works an average of 28 hours/week, OR either attends a training or education program full-time or attends a training or education program part-time and also works for a total of at least 28 hours/week. Families are eligible if their income is below 145% of the Federal Poverty Level. Parents can choose their child care provider, either a licensed center, registered child development home, or a non-registered child care home. The state pays at the 75<sup>th</sup> percentile of the market rate for child care. Effective July 2013, **the half-day maximum** rates for care in a child care center is as follows:

Infants & Toddlers:	\$16.70
Preschool:	\$13.53
School-age	\$12.18

An example might be that an ISU student family is charged \$200 a week for care for an infant. The government might cover \$150 of that, leaving the family with \$50/week to pay. The student could then apply for a CCAMPIS grant, which may cover the remaining \$50 for them.

### **BooST Early Childhood Iowa Area for Boone and Story Counties (formerly Community Empowerment)**

This began as a statewide initiative to build partnerships between communities and state government with an emphasis to improve the wellbeing and quality of life for children ages 0 to 5 years and their families. The Boone and Story County Empowerment areas merged July 1, 2012. One of BooST's priorities is to provide affordable, quality, accessible child and infant care experiences. Local Early Childhood Iowa areas receive funding allocations from the state. Funds include School Ready Funds, which are used to address preschool access for low-income families—preschool-agencies can apply for funding to provide scholarships for families with incomes below 200% of the federal poverty guidelines to make preschool more affordable to them.

## **Iowa Statewide Voluntary Preschool Program**

Iowa legislature created the SVPP in 2007 to provide all 4-year-old children in the state the opportunity to attend preschool with research-based curriculum with licensed teaching staff. School districts, along with community partners can apply for grants to participate in the program. The program offers ten hours of preschool per week, free of charge for all children who reside in Iowa and are 4 years old on or before September 15. The Ames Community School District collaborates with three community based early childhood programs, two of which are located at ISU.

The community programs participating in this program and wrap around child care services include:

- Formative Years Child Care
- ISU Child Development Laboratory School
- University Community Childcare

## **Story County ASSET**

ASSET (Analysis of Social Services Evaluation Team) ASSET is the acronym for a funding body, which is composed of five local funders in Story County, which are:

- City of Ames
- Story County Board of Supervisors
- Department of Human Services (DHS)
- United Way of Story County
- Government of the Student Body at ISU (GSB)

Financial assistance through ASSET is open to not-for-profit human service agencies that are serving clients within the geographic area of Story County and who meet the basic eligibility criteria. The funding is not guaranteed. The allocation recommendation is made on a yearly program-by-program basis. Currently University Community Childcare is the only ISU child care program on campus that receives funding from this group.

## Options for Child Care Service Initiatives

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There are a variety of different child care service initiatives that institutions of higher learning and companies implement for their faculty, staff and students and employees. Institutions may choose to implement just one or several initiatives, and may tailor them to fit their specific needs as a community. The following information provides descriptions of nine child care service initiatives that institutions both private and public across the country have put into place.

### Development of an on/near campus child care center

The addition of a new child care center on/near campus is oftentimes what universities and companies choose to do when they have a clear need for child care. There are many considerations along the way, and typically the timeline for such a project is anywhere between two to three years from start to finish, but can sometimes take longer.

Considerations include:

- Finding space and working with facilities to find land or renovate an existing building
- Working with an architect on indoor and outdoor design that allows for ample square footage per child (quality indicators suggest 125 square feet per child)
- Deciding what ages to serve and other services to offer
- Deciding on the center operation, whether part of the university, a separate 501c3, for-profit chain vendor, or community vendor
- Securing funding sources beyond build-out provided by the university
- Determining the relationship to other campus programs (e.g. lab school, other child care center(s) on campus etc.)
- Determining the oversight of the center within the university
- Working with state licensing and building departments
- Developing of center budget
- Proceeding with the start-up of center (e.g. hiring staff, purchasing equipment, setting policies)
- Determining the relationship with a vendor, if applicable

## **Expansion of an existing on campus child care center**

There are various reasons why a university might select to expand their existing campus child care program. In some cases it is to add certain age groups (such as infants), or to increase overall capacity, and in other cases it is to add programs such as back-up and/or vacation care. Considerations on expansion include:

- Determining the space needed and location of the space (e.g. renovation of existing building or separate addition of space)
- Determining if swing space is needed for center to occupy while renovation takes place
- Coordinating changes in the administrative structure of the existing center (e.g. if the center is increasing in numbers of children served or adding programs, administration may need to increase)
- Working with state licensing and building departments
- Defining budget changes and adaptations to the bottom line (e.g. deficit incurred or profit gained)
- Proceeding with the set-up of the expanded space (e.g. hiring staff, purchasing equipment)

## **Priority or reserved child care slots**

Each institution generally crafts these arrangements with individual child care programs in their local community, in order to increase the overall amount of child care available to their employees. A Priority slot enrollment system is when the institution works out a relationship with the local program to give priority enrollment to their employees over others in the community. It may be that the institution pays an access fee to the program, or they may pay for improvements at the program to make available more slots. Reserved slots is usually more of an investment, where the institution essentially owns those slots, and purchases them to set aside for their employees. In most cases, the institution will pay for any unused slots.

## **Child care resource and referral**

Resource and referral services on child care options work to assist employees in negotiating the child care system and provide them with information on programs and providers in their area as well as materials on topics such as what to look for in a program/provider, quality indicators, and questions to ask. Some universities/companies provide in-depth services through their Human Resources/Work Life department, and others provide CCR&R services through an EAP. One example of a university that

provides more in-depth services is Boston University, who has staff in their Office of Family Resources that works with BU families. They will, for example:

- Provide parents with questions to ask programs/providers when visiting.
- Help families understand their state child care regulations.
- Conduct custom searches and call providers to see if they have openings.
- Explain what quality child care is and what to look for when searching for care.
- Provide materials on the types of child care.

## **Child care home network**

Child care in a provider's own home is a form of child care that is either licensed or registered by individual states. Parents bring their child to be cared for in a providers' home, in a mixed age group setting, with the number of children set by the state. Families often like using a child care home because it is a more home-like setting, fees may be less than center-based care, and the hours may be more flexible. Child care home providers can operate as a single entity or can choose to be part of a network. One form of a network is when a large agency contracts with individual home providers, and offers them support such as professional development, technical assistance, and administrative assistance. Providers who choose to be part of a network often do so because they like the connection and support from a larger agency, and they also have access to more families.

Several institutions of higher learning offer a child care home network program to their employees, and they either run the program themselves or hire an agency or vendor to operate the program. Some examples of institutions that have network programs are NYU, University of Wisconsin, University of Michigan, and MASCO (Harvard Medical School and several area hospitals are members). University of Michigan, for example, runs their program internally, and has a dedicated network homes manager who works with the providers and families. The other universities contract with local agencies to oversee their networks. Costs for operating have been reported from between \$120,000 to \$150,000 per year.

## **Tuition assistance for child care**

These programs help employees afford the cost of child care by providing financial assistance, usually based on the family's gross annual income. Employers may opt to provide assistance on a flat rate or on a sliding fee scale. In some cases these programs are only open to students, in others they are open to all families. Some may provide tuition assistance for any type of legally operating child care (center-based, family child care or in home care). Some will only provide assistance for licensed care (care that is

licensed and monitored by the state and must meet set health, safety and program standards).

Typically child care tuition assistance can be put under an employees' Dependent Care Assistance Plan (DCAP), but if the tuition assistance goes over a certain amount per year (\$5,000), taxes will need to be paid by the employee. Several universities across the country provide some form of tuition assistance program.

## **Back-up child care**

Typically back-up child care is considered a type of care a family would use when their regular child care arrangements are not available to them, due to provider illness, center closing, or any other unforeseen circumstance. There are various ways in which an employer can offer back-up care services, these include:

- Contracting with an agency to provide in home care providers (e.g. Care.com)
- Contracting with a vendor who offers back-up care in their centers (e.g. Bright Horizons, Knowledge Beginnings)
- Building a stand-alone back-up center (e.g. Partners Health Care/Massachusetts General Hospital)
- Adding a classroom to an existing center to be dedicated to back-up care, or having space available (slots) in each classroom set aside for back-up care each day

Back-up care is not a form of child care that is meant to replace a regular care arrangement. It is usually limited to certain number of days per year for employees and cannot be used for more than a certain number of days consecutively. Oftentimes institutions will also contribute some amount towards employees' out-of-pocket back-up care costs that are associated with these programs.

## **Vacation child care**

Vacation care is care needed by parents of school-age children during their child's school vacation weeks and during the "swing" weeks at the end of the summer when camps end and school has not yet begun. There are two basic ways that institutions offer child care to cover these times:

- Contracting with an existing program in the community or a vendor to provide services
- Offering programs on campus for school-age children in a dedicated space that will provide various activities and/or field trips for the children. This may be located at a campus child care center, or it may be operated as a collaboration between departments at a university (e.g. HR and Physical Education)

## **School-age child care**

A few universities offer school-age programming. This is most likely offered in smaller campus communities where employees live very close to the campus, so that children can be bussed from school to the campus for after-school programs.



# Campus Child Care Center Models

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ISU already has on campus the three basic models for campus child care centers: a large chain vendor, a non-profit center, and a lab school as part of the University. The information outlined below represents general thoughts regarding the three different models, and all of the concepts may or may not be reflected in ISU's three center models.

## Outside Vendor Model

- This vendor could be a local, non-profit or for-profit community program or a large for-profit national program.
- The vendor is responsible for the day-to-day operations of the center. They create the budget, set the tuition rates and salaries, market the center, and hire, train and supervise the staff with their own criteria and set standards. In many instances there is discussion/negotiation with the university regarding these areas.
- The vendor provides their own benefits package to staff, which typically includes medical coverage and vacation, holiday, and sick time.
- In this model, it appears that the center is an arms-length from the university, however, should a major problem arise, the families will ultimately come to the university for resolution.
- Most often the university pays rent, heat and lights.
- The reputation of the vendor plays a role.
- The university has less influence on the quality and management of the center than if they were operating it themselves.
- One of the goals of a for-profit vendor is to make a profit, consequently money that may go back into a center in the 501c3 or University-run model goes to the vendor. Salaries, supplies and staffing may reflect the interest in profit.
- The large chain for-profit vendor typically creates additional hierarchy in management because they are part of a larger organization.
- There are two basic contracting models; the management contract model and the operator at risk model. The table that follows illustrates the concepts within both models, which may vary vendor to vendor.

	<b>Management Contract</b>	<b>Operator at Risk</b>
<b>Financial risk of operating budget</b>	<ul style="list-style-type: none"> <li>• Employer has financial risk for program operations &amp; facility expenses</li> <li>• Vendor agrees to manage to an agreed upon budget</li> <li>• If bottom line comes in over, employer keeps profit or it comes off management fee</li> <li>• If bottom line comes in under, employer picks up deficit</li> </ul>	<ul style="list-style-type: none"> <li>• Operator assumes profit &amp; loss risk or operates within a defined level of support from employer</li> <li>• Assumes tuition strategy that generates profit or defined level of support from employer</li> </ul>
<b>Control over policies:</b> <ul style="list-style-type: none"> <li>• Days and hours of operation</li> <li>• Tuition</li> <li>• Enrollment policies</li> <li>• Staff/child ratios</li> <li>• Salary levels</li> </ul>	<ul style="list-style-type: none"> <li>• Employer keeps control over operating policy decisions</li> <li>• Vendor provides guidance on financial and programmatic impact of policies</li> </ul>	<ul style="list-style-type: none"> <li>• Vendor keeps control over policy decisions</li> <li>• Vendor consults &amp; negotiates with employer</li> </ul>
<b>Enrollment</b>	Employer's choice: <ul style="list-style-type: none"> <li>• Employees only</li> <li>• Open to other partners</li> <li>• General community</li> </ul>	<ul style="list-style-type: none"> <li>• Employer's employees have priority for enrollment; slots may be guaranteed by paying tuition</li> <li>• Enrollment open to community after priority enrollment</li> </ul>
<b>Contract term</b>	Shorter	Longer

### **New non-profit 501c3 model**

- The university orchestrates the setting up of a new 501c3 center.
- Often the university is represented on the Board of Trustees thus having direct influence on the center.
- The Board is responsible for overseeing the center director and center.
- The Board, through the director, is responsible for the day-to-day operations of the center. The Board's interest lies in a high quality child care program as opposed to making a profit.
- The center/Board creates the budget, sets the tuition rates, salaries and benefits, markets the center, and hires, trains and supervises the staff with their own criteria and set of standards that are appropriate for the university community.

- In this model, it appears that the center is an arms-length from the employer, however, should a major problem arise, the families will likely come to the university for resolution.
- Higher salaries may be offered to staff because all income goes directly back into the center. Higher salaries generally mean more experienced and better teacher.
- The university does not pay management fees.
- The university generally pays rent, heat and lights.
- The center has autonomy as it is not part of a larger organization.
- In this model, funds can be raised through grants and private donations.

### **University Operated Model**

- The university has more overall influence on the center operations/structure.
- The university in collaboration with the center director creates the budget, and sets the tuition rates and salaries.
- The center director markets the center, and hires, trains and supervises the staff with criteria and standards with input from the university.
- All center staff members are employees of the university; thus teachers and parents share the same employer.
- In this model, the university is likely to offer better benefits, and higher salaries, thus leading to better quality staff and a high quality center.
- This can be an expensive model because of the benefits offered to university personnel.
- University-run centers are offered through various departments in universities across the country. For example, they may be out of the education or child development department and used as a lab school. Often they are run out of offices such as student affairs, human resources, administration and finance, or under the provost.

# Estimation of Capital Investment for a Newly Built Early Care and Education Center

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The estimation for the initial start-up costs for a new center on or near the ISU campus are presented below. The information is based on the following:

- Capacity for 102 children, infant through age 5
- A total of 9 classrooms:
  - 3 infant classrooms with 8 children each = 24 infants
  - 2 toddler classrooms with 10 children in each = 20 toddlers
  - 2 two-year-old classrooms with 12 in each = 24 toddlers
  - 2 three and four-year-old classrooms with 17 each = 34 preschoolers

## Space considerations

Decisions about the space allocation for a child care center need to balance minimum Iowa State building code and child care center licensing requirements with the goal of developing a high quality early care and education program. To that end, ISU should aim for more than the minimum square footage required for licensing. The minimum should never be taken as the standard, particularly for a center located within or close to the ISU. Parents are sophisticated child care consumers and will not be satisfied with cramped classrooms. We recommend that the preliminary space program for the center (including assignable and non-assignable space) be based on approximately 125 square feet (SF) per child, or roughly 12,750 SF for a center serving 102 children. In most cases, this will result in at least 45–50 net square feet (NSF) of classroom space, which is recommended by most experts in the field, including the NAEYC Accreditation Criteria & Procedures. The balance of the space will be circulation, offices, storage, lavatories, gross motor space, a kitchen, and an entry/common space. These areas are not included when the State looks at activity space per child for children in a child care center.

## Build out and furnishing costs

ISU facilities quoted approximately \$230 per SF for a new building. Therefore a building of 12,750 SF would be in the ballpark of \$2,932,500. In developing the program, ISU will want to aim for an optimal size for quality early care and education that will work when the center is initially built, and into the next several years. Research has shown that too little space and too high a child density is associated with aggressive or disruptive behavior, fewer constructive interactions, and less quiet, solitary play. On the other hand,

too much space leads to aimless, random behavior, shorter attention spans, more non-developmental or “down time” and an increased need for adult supervision.

In addition to the size, child-centered design of the space is critical. It is advantageous when starting up a new child care center to have an architect with child care design experience hired for the project. Architects are often around 9% of building costs; for example, if building costs are close to \$3,000,000 the architect’s fee would be approximately \$270,000. In addition, ISU may or may not want to hire a child care consultant to assist with the project, who will work closely with ISU and the architect in designing the space that meets the needs of all parties, namely the children, staff, parents and ISU.

The cost of all appliances will be in addition to space costs. It is unclear if ISU would provide meals outside of snacks or if the children would bring their own lunches. If the center provides meals an industrial kitchen will need to be a part of the design plan. If using a residential kitchen, a refrigerator, sanitizing dishwasher, stove and oven will be needed. The center will also need a washer and dryer. Each classroom will most likely need a small refrigerator as well.

Regarding furnishings, adult furnishings could come from ISU asset recovery and would not be a cost to the center. For child furnishings, one of the most highly regarded child care center furniture companies in the country is Community Playthings. While their prices may be slightly higher than other suppliers, their furniture stands up over many years, and in many cases is still in good condition after 20 or more years.

Consider furnishing costs of approximately \$17,500 per classroom for a total of \$157,500 for 9 classrooms (these figures are based on Community Playthings prices plus a few additional furnishings from other suppliers). In addition, materials will be needed for learning areas such as math, science, literacy, art, and music at \$4,500 per room for a total of \$40,500.

Playground equipment is another cost. There should be at least two playgrounds, one for infants and toddlers and another one for the 2-4 year olds. ISU may be interested in constructing a natural playground and hiring an experienced natural playground designer may be very helpful. Playgrounds run from \$150,000 to \$350,000 depending on the equipment and design.

## Other costs

Another cost during the start-up phase is staffing. A director may be hired four to six months before the center is open. She or he will write the parent and staff handbooks, hire and train teachers, order equipment and enroll children. To assist her, an administrative assistant may be hired approximately one month before opening. Teachers generally start two weeks before the center opens. Consider staffing with three full-time teachers per classroom. They will set up their classrooms and work together to build a team during this period. Sample salaries for the staff are as follows:

- Director yearly salary: \$52,000–\$60,000
- Administrative Assistant: \$10 per hour
- Lead teachers: \$12 per hour (9 leads 2 weeks = \$8,640)
- Assistant teachers: \$10 per hour (18 assistants 2 weeks = \$14,400)

The above information is based on 40 hours per week and does not include benefits.

## **Appendices**

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**Online Survey Tool**

**Survey Results by ISU and Research Park**

**Survey Results by Role at ISU**

**Survey Results by Research Park Tenant**

**Survey Comments**

## Online Survey Tool

Directions
<ul style="list-style-type: none"> <li>• The survey is for the Iowa State University and ISU Research Park communities with children age 12 and younger, and/or those planning to have a child or adopt a child within the next 2 years.</li> <li>• The terms “your child” or “your children,” refers to any child aged 12 or younger, who lives in your household and for whom you are the parent or guardian.</li> <li>• The terms “your child” or “your children,” also includes any child aged 12 or younger for whom you otherwise have (or share) major responsibility for decisions about his/her care.</li> <li>• All responses are confidential and will be used only to create a profile of the population with young children.</li> </ul>

Screening Question
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1. Do you presently have children ages 12 or younger, and/or do you plan to have or adopt a child within the next 2 years?		
<input type="radio"/>	Yes	(Go to question number 0.)
<input type="radio"/>	No	Go to end of chapter

Part 1: Background Information
--------------------------------

2. What is your home zip code?
<input type="text"/>

3. What is your primary place of work or study?		
<input type="radio"/>	Iowa State University	(Answer question number 3.1.)
<input type="radio"/>	ISU Research Park	(Answer question number 3.2.)

3.1 If you work at ISU, what is your primary role?	
<input type="radio"/>	Faculty
<input type="radio"/>	Professional & Scientific
<input type="radio"/>	Contract
<input type="radio"/>	Merit
<input type="radio"/>	Pre-Post Doctoral
<input type="radio"/>	Graduate Assistant
<input type="radio"/>	Graduate Student
<input type="radio"/>	Undergraduate Student
<input type="radio"/>	Other: <input type="text"/>



3.2 If you work in the ISU Research Park, at which company do you work?	
<input type="radio"/>	Advanced Analytical Technologies
<input type="radio"/>	BASF Plant Sciences
<input type="radio"/>	Boehringer Ingelheim
<input type="radio"/>	Calcium Products
<input type="radio"/>	Etrema Products
<input type="radio"/>	Farmer's Cooperative
<input type="radio"/>	Harrisvaccines
<input type="radio"/>	Institute for Transportation
<input type="radio"/>	ISU Research Park Office
<input type="radio"/>	NewLink Genetics
<input type="radio"/>	Northwest Mutual
<input type="radio"/>	Siemens
<input type="radio"/>	Workiva
<input type="radio"/>	Other: <div style="border: 1px solid black; height: 15px; width: 600px; margin-top: 2px;"></div>

4. Please let us know how many children you have in each age group.	
Newborn to 12 months:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>
12 to 24 months:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>
25 to 35 months:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>
3 to 5 years:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>
6 to 9 years:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>
10 to 12 years:	<div style="border: 1px solid black; width: 100px; height: 20px;"></div>

5. Your annual household income, before taxes, is:	
<input type="radio"/>	Under \$19,999
<input type="radio"/>	\$20,000-\$25,999
<input type="radio"/>	\$26,000-\$29,999
<input type="radio"/>	\$30,000-\$35,999
<input type="radio"/>	\$36,000-\$39,999
<input type="radio"/>	\$40,000-\$45,999
<input type="radio"/>	\$46,000-\$49,999
<input type="radio"/>	\$50,000-\$55,999
<input type="radio"/>	\$56,000-\$59,999
<input type="radio"/>	\$60,000-\$69,999
<input type="radio"/>	\$70,000-\$79,999
<input type="radio"/>	\$80,000-\$89,999
<input type="radio"/>	\$90,000-\$99,999
<input type="radio"/>	\$100,000-\$119,999
<input type="radio"/>	\$120,000-\$139,999
<input type="radio"/>	\$140,000-\$159,999
<input type="radio"/>	\$160,000-\$179,999
<input type="radio"/>	\$180,000+

**Part 2: Your Interest in Child Care Initiatives**

6. If you presently have a child or plan to have or adopt a child within the next 2 years, how likely would you be to use the following if it were made available through ISU or your Research Park employer?

	<i>Very likely</i>	<i>Somewhat likely</i>	<i>Somewhat unlikely</i>	<i>Very unlikely</i>	<i>Never</i>
A child care center on or near ISU campus or your Research Park worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A group of ISU supported family child care homes (care in a provider's home) near ISU campus or your Research Park worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserved slots in a community child care center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance to help pay for your choice of child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emergency back-up care (when your regular child care arrangements break down) on or near ISU campus or your Research Park worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care for school-age children during scheduled holidays and school vacation breaks (excluding summer break)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Daily after-school care program on or near ISU campus or your Research Park worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A summer care or day camp program for school-age children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please rank the following choices in order of their usefulness to you for children under 6. (Assign each choice a number 1–5. Put a 1 on the line by your first choice, a 5 by your last choice, etc. Please be sure to rank all choices.)

A new child care center on or near ISU campus or your Research Park worksite:	<input type="checkbox"/>
A group of ISU supported family child care homes near ISU campus or your Research Park worksite:	<input type="checkbox"/>
Reserved slots in a community child care center:	<input type="checkbox"/>
Financial assistance to help pay for your choice of child care:	<input type="checkbox"/>
Emergency back-up care on or near ISU campus or your Research Park worksite:	<input type="checkbox"/>

8. Please rank the following choices in order of their usefulness to you for children 6-12. (Assign each choice a number 1–4. Put a 1 on the line by your first choice, a 4 by your last choice, etc. Please be sure to rank all choices.)	
Emergency back-up care on or near ISU campus or your Research Park worksite:	<input type="checkbox"/>
Child care for school-age children during scheduled holidays and public school vacation breaks:	<input type="checkbox"/>
Daily after-school care program on or near ISU campus or your Research Park worksite:	<input type="checkbox"/>
A summer care or day camp program for school-age children:	<input type="checkbox"/>

9. If ISU or your Research Park employer were to develop or support a child care center and/or a family child care network, what time would you need to drop off your child(ren)? (Select one time per row, for each applicable age group.)					
	<i>6–7 a.m.</i>	<i>7–8 a.m.</i>	<i>8–9 a.m.</i>	<i>9–10 a.m.</i>	<i>10–11 a.m.</i>
For children 5 and under	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For children 6-12 during summer or vacations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. If ISU or your Research Park employer were to develop or support a child care center and/or a family child care network, what time would you need to pick up your child(ren)? (Select one time per row, for each applicable age group.)							
	<i>12-1 p.m.</i>	<i>1-2 p.m.</i>	<i>2-3 p.m.</i>	<i>3-4 p.m.</i>	<i>4-5 p.m.</i>	<i>5-6 p.m.</i>	<i>6-7 p.m.</i>
For children 5 and under	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For children 6-12 during summer or vacations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>Part 3: Your Plans to Have or Adopt a Child in the Next Two Years</b>
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11. Do you expect to have or adopt a child in the next two years?		
<input type="radio"/>	Yes	(Answer question number 11.1.)
<input type="radio"/>	No, I do not plan to have or adopt a child in the next 2 years.	

11.1 If you plan to have or adopt a child, what would be the primary type of child care you would like to use?	
<input type="radio"/>	Your spouse or partner
<input type="radio"/>	Relative
<input type="radio"/>	Child care center
<input type="radio"/>	Caregiver in your home
<input type="radio"/>	Family child care in a provider's home

<b>Part 4: Your Present Child Care Arrangements</b>
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12. Do you presently have children that are ages 12 or younger?		
<input type="radio"/>	Yes	(Go to question number 13.)
<input type="radio"/>	No	Go to end of chapter

13. We are going to ask you about your child care arrangements for each child. Let's start with your youngest child. Is this child:	
<input type="radio"/>	An infant (0-12 months)
<input type="radio"/>	A young toddler (13-23 months)
<input type="radio"/>	An older toddler (24-35 months)
<input type="radio"/>	A young preschooler (3 years)
<input type="radio"/>	An older preschooler (4 years)
<input type="radio"/>	A young school-ager (5-9 years)
<input type="radio"/>	An older school-ager (10-12 years)

14. What is the primary type of child care used for this child?	
<input type="radio"/>	Spouse or partner
<input type="radio"/>	Other relative
<input type="radio"/>	Caregiver in your home
<input type="radio"/>	Family child care (in provider's home)
<input type="radio"/>	Child care center
<input type="radio"/>	Other: <div style="border: 1px solid black; height: 15px; width: 600px;"></div>

15. How many hours per week does this child spend in paid child care?	
<div style="border: 1px solid black; width: 450px; height: 20px;"></div>	hours

16. How much do you pay for this care each week?	
\$	<input style="width: 100%;" type="text"/>

17. If you were to change your child care arrangements, what are the reasons you would be looking for new arrangements? (Check all that apply.)	
<input type="checkbox"/>	Not applicable; I would not be looking for new child care arrangements.
<input type="checkbox"/>	Hours care is available
<input type="checkbox"/>	Location of care
<input type="checkbox"/>	Care will no longer be available
<input type="checkbox"/>	Child's needs are changing
<input type="checkbox"/>	Child doesn't like it
<input type="checkbox"/>	Cost of care
<input type="checkbox"/>	We'll be moving
<input type="checkbox"/>	Child no longer eligible because of age
<input type="checkbox"/>	Quality of care

18. Do you have another child age 12 or younger?		
<input type="radio"/>	Yes	(Go to question number 19.)
<input type="radio"/>	No	(Go to question number 36.)

19. Please answer these questions for your next youngest child. Is this child:	
<input type="radio"/>	An infant (0-12 months)
<input type="radio"/>	A young toddler (13-23 months)
<input type="radio"/>	An older toddler (24-35 months)
<input type="radio"/>	A young preschooler (3 years)
<input type="radio"/>	An older preschooler (4 years)
<input type="radio"/>	A young school-ager (5-9 years)
<input type="radio"/>	An older school-ager (10-12 years)

20. What is the primary type of child care used for this child?	
<input type="radio"/>	Spouse or partner
<input type="radio"/>	Other relative
<input type="radio"/>	Caregiver in your home
<input type="radio"/>	Family child care (in provider's home)
<input type="radio"/>	Child care center
<input type="radio"/>	Other: <input style="width: 100%;" type="text"/>

21. How many hours per week does this child spend in paid child care?	
<input type="text"/>	hours

22. How much do you pay for this care each week?	
\$	<input type="text"/>

23. If you were to change your child care arrangements, what are the reasons you would be looking for new arrangements? (Check all that apply.)	
<input type="checkbox"/>	Not applicable; I would not be looking for new child care arrangements.
<input type="checkbox"/>	Hours care is available
<input type="checkbox"/>	Location of care
<input type="checkbox"/>	Care will no longer be available
<input type="checkbox"/>	Child's needs are changing
<input type="checkbox"/>	Child doesn't like it
<input type="checkbox"/>	Cost of care
<input type="checkbox"/>	We'll be moving
<input type="checkbox"/>	Child no longer eligible because of age
<input type="checkbox"/>	Quality of care

24. Do you have another child age 12 or younger?		
<input type="radio"/>	Yes	(Go to question number 25.)
<input type="radio"/>	No	(Go to question number 36.)

25. Please answer these questions for your next youngest child. Is this child:	
<input type="radio"/>	An infant (0-12 months)
<input type="radio"/>	A young toddler (13-23 months)
<input type="radio"/>	An older toddler (24-35 months)
<input type="radio"/>	A young preschooler (3 years)
<input type="radio"/>	An older preschooler (4 years)
<input type="radio"/>	A young school-ager (5-9 years)
<input type="radio"/>	An older school-ager (10-12 years)

26. What is the primary type of child care used for this child?	
<input type="radio"/>	Spouse or partner
<input type="radio"/>	Other relative
<input type="radio"/>	Caregiver in your home
<input type="radio"/>	Family child care (in provider's home)
<input type="radio"/>	Child care center
<input type="radio"/>	Other: <div style="border: 1px solid black; height: 15px; width: 600px;"></div>

27. How many hours per week does this child spend in paid child care?	
<div style="border: 1px solid black; width: 400px; height: 20px;"></div>	hours

28. How much do you pay for this care each week?	
\$	<div style="border: 1px solid black; width: 350px; height: 20px;"></div>

29. If you were to change your child care arrangements, what are the reasons you would be looking for new arrangements? (Check all that apply.)	
<input type="checkbox"/>	Not applicable; I would not be looking for new child care arrangements.
<input type="checkbox"/>	Hours care is available
<input type="checkbox"/>	Location of care
<input type="checkbox"/>	Care will no longer be available
<input type="checkbox"/>	Child's needs are changing
<input type="checkbox"/>	Child doesn't like it
<input type="checkbox"/>	Cost of care
<input type="checkbox"/>	We'll be moving
<input type="checkbox"/>	Child no longer eligible because of age
<input type="checkbox"/>	Quality of care

30. Do you have another child age 12 or younger?		
<input type="radio"/>	Yes	(Go to question number 31.)
<input type="radio"/>	No	(Go to question number 36.)



31. Please answer these questions for your next youngest child. Is this child:	
<input type="radio"/>	An infant (0-12 months)
<input type="radio"/>	A young toddler (13-23 months)
<input type="radio"/>	An older toddler (24-35 months)
<input type="radio"/>	A young preschooler (3 years)
<input type="radio"/>	An older preschooler (4 years)
<input type="radio"/>	A young school-ager (5-9 years)
<input type="radio"/>	An older school-ager (10-12 years)

32. What is the primary type of child care used for this child?	
<input type="radio"/>	Spouse or partner
<input type="radio"/>	Other relative
<input type="radio"/>	Caregiver in your home
<input type="radio"/>	Family child care (in provider's home)
<input type="radio"/>	Child care center
<input type="radio"/>	Other: <div style="border: 1px solid black; height: 15px; width: 600px;"></div>

33. How many hours per week does this child spend in paid child care?	
<div style="border: 1px solid black; width: 450px; height: 20px;"></div>	hours

34. How much do you pay for this care each week?	
\$	<div style="border: 1px solid black; width: 450px; height: 20px;"></div>

35. If you were to change your child care arrangements, what are the reasons you would be looking for new arrangements? (Check all that apply, or "Not applicable.")	
<input type="checkbox"/>	Hours care is available
<input type="checkbox"/>	Cost of care
<input type="checkbox"/>	Location of care
<input type="checkbox"/>	We'll be moving
<input type="checkbox"/>	Care will no longer be available
<input type="checkbox"/>	Child no longer eligible because of age
<input type="checkbox"/>	Child's needs are changing
<input type="checkbox"/>	Quality of care
<input type="checkbox"/>	Child doesn't like it
<input type="checkbox"/>	Not applicable; I would not be looking for new child care arrangements.

36. In your experience, how easy or difficult has it been to find child care arrangements that meet your needs?	
<input type="radio"/>	Very easy
<input type="radio"/>	Somewhat easy
<input type="radio"/>	Somewhat difficult
<input type="radio"/>	Very difficult

37. What problems have you had in arranging for child care? (Check all that apply.)	
<input type="checkbox"/>	Did not know where to begin looking
<input type="checkbox"/>	Friends or relatives were unavailable
<input type="checkbox"/>	Preferred programs were already filled
<input type="checkbox"/>	Had trouble finding good quality care
<input type="checkbox"/>	Preferred care was too expensive
<input type="checkbox"/>	Had trouble finding choices to suit my child's needs
<input type="checkbox"/>	Location of programs were too far away
<input type="checkbox"/>	Had trouble finding choices to suit my schedule
<input type="checkbox"/>	My child was too young for programs

38. In the <i>past year</i> how many days have you <u>arrived late to work/class</u> because of:	
A problem with your child care arrangements:	<input type="text"/>
A child's illness:	<input type="text"/>
Another child-related responsibility (parent/teacher conferences, etc.):	<input type="text"/>

39. In the <i>past year</i> , how many days have you <u>missed work/class</u> because of:	
A problem with your child care arrangements:	<input type="text"/>
A child's illness:	<input type="text"/>
Another child-related responsibility (parent/teacher conferences, etc.):	<input type="text"/>

40. If ISU or your Research Park employer offered a child care initiative that you liked, would you (check all that apply):	
<input type="checkbox"/>	Take more classes per semester
<input type="checkbox"/>	Be able to take more day classes
<input type="checkbox"/>	Be able to get your degree sooner
<input type="checkbox"/>	Be likely to get better grades
<input type="checkbox"/>	Be likely to focus on more studying and classes
<input type="checkbox"/>	Be likely to enroll in future semesters
<input type="checkbox"/>	None of the above

41. If ISU or your Research Park employer offered a child care initiative that you liked, would you (check all that apply):	
<input type="checkbox"/>	Work more hours at your job
<input type="checkbox"/>	Work different hours or a different shift
<input type="checkbox"/>	Seek a promotion
<input type="checkbox"/>	None of the above

<b>Part 5: Use of ISU Child Care Centers</b>
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42. Are any of your children currently enrolled in one of the ISU child care centers (University Child Care Center at Veterinary Medicine, University Community Child Care at University Village, ISU Child Development Lab School)?		
<input type="radio"/>	Yes	(Answer question number 42.1.)
<input type="radio"/>	No	(Answer question number 42.2.)

42.1 If you are currently using an ISU child care center, please indicate how satisfied you are with the center.					
	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Somewhat satisfied</i>	<i>Unsatisfied</i>	<i>Do not use</i>
University Child Care Center at Veterinary Medicine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Community Child Care at University Village	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ISU Child Development Lab School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42.2 If you are not using an ISU child care center, please indicate the reasons why.	
<input type="checkbox"/>	No openings
<input type="checkbox"/>	Services too expensive
<input type="checkbox"/>	Wanted child closer to home
<input type="checkbox"/>	Hours of operation did not meet my needs
<input type="checkbox"/>	Other: <div style="border: 1px solid black; height: 15px; width: 600px;"></div>

43. Comments:	

## **Survey Results by Primary Place of Work or Study (ISU or Research Park)**

Note: This appendix consists of “crosstabs,” matrix tables showing how two survey questions are related. The crosstabs include only valid non-missing data. Respondents who did not answer one of the questions are not included in the table.

## Background Information by Primary Place of Work or Study

### Zip Code by Primary Place of Work or Study

		ISU	Research Park	Combined
<b>50003</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50007</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50009</b>	N	3	2	5
	%	.5%	.9%	.6%
<b>50010</b>	N	233	64	297
	%	37.6%	27.4%	34.6%
<b>50011</b>	N	4	0	4
	%	.6%	0.0%	.5%
<b>50013</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50014</b>	N	189	37	227
	%	30.5%	15.8%	26.4%
<b>50021</b>	N	20	19	39
	%	3.2%	8.1%	4.5%
<b>50023</b>	N	18	25	44
	%	2.9%	10.7%	5.1%
<b>50035</b>	N	0	2	2
	%	0.0%	.9%	.2%
<b>50036</b>	N	19	7	26
	%	3.1%	3.0%	3.0%
<b>50046</b>	N	3	2	5
	%	.5%	.9%	.6%
<b>50051</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50056</b>	N	4	1	5
	%	.6%	.4%	.6%

		ISU	Research Park	Combined
50073	N	1	1	2
	%	.2%	.4%	.2%
50105	N	4	2	6
	%	.6%	.9%	.7%
50107	N	1	0	1
	%	.2%	0.0%	.1%
50109	N	1	4	5
	%	.2%	1.7%	.6%
50111	N	1	0	1
	%	.2%	0.0%	.1%
50124	N	17	8	25
	%	2.7%	3.4%	2.9%
50126	N	0	1	1
	%	0.0%	.4%	.1%
50130	N	4	3	8
	%	.6%	1.3%	.9%
50131	N	3	1	4
	%	.5%	.4%	.5%
50132	N	1	0	1
	%	.2%	0.0%	.1%
50154	N	0	1	1
	%	0.0%	.4%	.1%
50156	N	7	2	9
	%	1.1%	.9%	1.0%
50158	N	1	2	3
	%	.2%	.9%	.3%
50161	N	4	0	4
	%	.6%	0.0%	.5%
50168	N	1	0	1
	%	.2%	0.0%	.1%

		ISU	Research Park	Combined
50201	N	22	7	29
	%	3.5%	3.0%	3.4%
50208	N	0	1	1
	%	0.0%	.4%	.1%
50212	N	4	0	4
	%	.6%	0.0%	.5%
50226	N	2	1	3
	%	.3%	.4%	.3%
50230	N	0	1	1
	%	0.0%	.4%	.1%
50234	N	0	1	1
	%	0.0%	.4%	.1%
50236	N	4	6	10
	%	.6%	2.6%	1.2%
50244	N	2	2	4
	%	.3%	.9%	.5%
50246	N	1	0	1
	%	.2%	0.0%	.1%
50247	N	1	1	2
	%	.2%	.4%	.2%
50248	N	8	4	12
	%	1.3%	1.7%	1.4%
50249	N	1	1	2
	%	.2%	.4%	.2%
50263	N	1	2	3
	%	.2%	.9%	.3%
50265	N	3	2	5
	%	.5%	.9%	.6%
50266	N	1	4	5
	%	.2%	1.7%	.6%



		ISU	Research Park	Combined
50276	N	1	0	2
	%	.2%	0.0%	.2%
50309	N	0	1	1
	%	0.0%	.4%	.1%
50310	N	1	4	6
	%	.2%	1.7%	.7%
50311	N	0	2	2
	%	0.0%	.9%	.2%
50312	N	1	5	6
	%	.2%	2.1%	.7%
50313	N	1	0	1
	%	.2%	0.0%	.1%
50315	N	2	0	2
	%	.3%	0.0%	.2%
50317	N	1	0	1
	%	.2%	0.0%	.1%
50320	N	1	0	1
	%	.2%	0.0%	.1%
50321	N	1	0	1
	%	.2%	0.0%	.1%
50322	N	2	0	2
	%	.3%	0.0%	.2%
50323	N	2	0	2
	%	.3%	0.0%	.2%
50324	N	1	1	2
	%	.2%	.4%	.2%
50325	N	3	0	3
	%	.5%	0.0%	.3%
50327	N	1	1	2
	%	.2%	.4%	.2%

		ISU	Research Park	Combined
<b>50525</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50532</b>	N	0	1	1
	%	0.0%	.4%	.1%
<b>50579</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>50595</b>	N	0	1	1
	%	0.0%	.4%	.1%
<b>50801</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>51012</b>	N	0	1	1
	%	0.0%	.4%	.1%
<b>51301</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>52240</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>52402</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>52742</b>	N	1	0	1
	%	.2%	0.0%	.1%
<b>60068</b>	N	1	0	1
	%	.2%	0.0%	.1%
Total	N	620	234	859
	%	100.0%	100.0%	100.0%

### Income by Primary Place of Work or Study

	Less than \$50,000	\$50,000- \$69,999	\$70,000- \$89,999	\$90,000- \$99,999	\$100,000- \$119,999	\$120,000- \$139,999	\$140,000+
Iowa State University	127	76	100	46	121	60	96
	20.29%	12.14%	15.97%	7.35%	19.33%	9.58%	15.34%
ISU Research Park	20	25	57	24	47	25	33
	8.66%	10.82%	24.68%	10.39%	20.35%	10.82%	14.29%

### Interest in Child Care Initiatives by Primary Place of Work or Study

#### Likelihood of Using a Child Care Center on or near ISU Campus or Research Park Worksite by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	313	168	47	57	45
	49.68%	26.67%	7.46%	9.05%	7.14%
ISU Research Park	102	67	28	20	18
	43.40%	28.51%	11.91%	8.51%	7.66%

#### Likelihood of Using a Group of ISU Supported Family Child Care Homes on or near ISU Campus or Research Park Worksite by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	136	192	96	117	86
	21.69%	30.62%	15.31%	18.66%	13.72%
ISU Research Park	34	70	45	51	35
	14.47%	29.79%	19.15%	21.70%	14.89%

#### Likelihood of Using Reserved Slots in a Community Child Care Center by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	178	214	94	82	52
	28.71%	34.52%	15.16%	13.23%	8.39%
ISU Research Park	31	69	52	38	42
	13.36%	29.74%	22.41%	16.38%	18.10%

Likelihood of Using Financial Assistance to Help Pay for your Choice of Child Care by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	379	92	43	69	44
	60.45%	14.67%	6.86%	11.00%	7.02%
ISU Research Park	105	48	19	32	30
	44.87%	20.51%	8.12%	13.68%	12.82%

Likelihood of Using Emergency Back-up Care on or near ISU Campus or Research Park Worksite by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	356	157	53	36	27
	56.60%	24.96%	8.43%	5.72%	4.29%
ISU Research Park	132	65	21	7	12
	55.70%	27.43%	8.86%	2.95%	5.06%

Likelihood of Using Child Care for School-Age Children during Scheduled Holidays and School Vacation Breaks by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	270	172	83	60	43
	42.99%	27.39%	13.22%	9.55%	6.85%
ISU Research Park	80	68	37	20	31
	33.90%	28.81%	15.68%	8.47%	13.14%

Likelihood of Using Daily After-School Care Program on or near ISU Campus or Research Park Worksite by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	240	154	74	87	70
	38.40%	24.64%	11.84%	13.92%	11.20%
ISU Research Park	58	50	27	46	55
	24.58%	21.19%	11.44%	19.49%	23.31%

Likelihood of Using a Summer Care or Day Camp Program for School Age Children by Primary Place of Work or Study

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Iowa State University	300	192	71	41	25
	47.69%	30.52%	11.29%	6.52%	3.97%
ISU Research Park	80	81	33	16	26
	33.90%	34.32%	13.98%	6.78%	11.02%

Ranking of Child Care Initiatives for Children Under Age 6 by Primary Place of Work or Study

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
<b>Iowa State University</b>	A new child care center on or near ISU or your ISU Research Park worksite	218	126	109	78	44
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	34	97	119	146	179
	Reserved slots in a community child care center	26	100	161	152	136
	Financial assistance to pay for your choice of child care	228	115	68	59	105
	Emergency back-up care on or near ISU campus or your Research Park worksite	69	137	118	140	111
<b>ISU Research Park</b>	A new child care center on or near ISU or your ISU Research Park worksite	108	45	37	15	4
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	11	39	44	56	59
	Reserved slots in a community child care center	1	16	47	76	69
	Financial assistance to pay for your choice of child care	43	53	38	26	49
	Emergency back-up care on or near ISU campus or your Research Park worksite	46	56	43	36	28

Ranking of Child Care Initiatives for Children 6-12 by Primary Place of Work or Study

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
<b>Iowa State University</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	137	95	117	186
	Child care for school-age children during scheduled holidays and public school vacation breaks	76	205	168	86
	Daily after-school care program on or near ISU or your ISU Research Park worksite	165	104	140	126
	A summer care or day camp program for school-age children	157	131	110	137
<b>ISU Research Park</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	76	32	50	33
	Child care for school-age children during scheduled holidays and public school vacation breaks	34	72	58	27
	Daily after-school care program on or near ISU or your ISU Research Park worksite	36	29	38	88
	A summer care or day camp program for school-age children	45	58	45	43

Desired Drop Off Time for Children Five and Under by Primary Place of Work or Study

	6–7 a.m.	7–8 a.m.	8–9 a.m.	9–10 a.m.	10–11 a.m.
<b>Iowa State University</b>	55	334	127	12	2
	10.38%	63.02%	23.96%	2.26%	0.38%
<b>ISU Research Park</b>	17	140	38	1	0
	8.67%	71.43%	19.39%	0.51%	0.00%

Desired Drop Off Time for Children 6-12 during Summer or Vacations by Primary Place of Work or Study

	6–7 a.m.	7–8 a.m.	8–9 a.m.	9–10 a.m.	10–11 a.m.
<b>Iowa State University</b>	49	302	140	28	4
	9.37%	57.74%	26.77%	5.35%	0.76%
<b>ISU Research Park</b>	18	124	41	2	0
	9.73%	67.03%	22.16%	1.08%	0.00%

Desired Pick Up Time for Children Five and Under by Primary Place of Work or Study

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
<b>Iowa State University</b>	5	7	3	33	140	313	25
	0.95%	1.33%	0.57%	6.27%	26.62%	59.51%	4.75%
<b>ISU Research Park</b>	0	0	0	7	63	119	3
	0.00%	0.00%	0.00%	3.65%	32.81%	61.98%	1.56%

Desired Pick Up Time for Children 6-12 during Summer or Vacations by Primary Place of Work or Study

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
<b>Iowa State University</b>	3	5	6	42	156	290	22
	0.57%	0.95%	1.15%	8.02%	29.77%	55.34%	4.20%
<b>ISU Research Park</b>	0	0	0	12	65	112	3
	0.00%	0.00%	0.00%	6.25%	33.85%	58.33%	1.56%

## Plans to Have or Adopt a Child in the Next Two Years by Primary Place of Work or Study

Plans to Have or Adopt a Child in the Next Two Years by Primary Place of Work or Study

	Yes	No
Iowa State University	278	353
	44.06%	55.94%
ISU Research Park	132	105
	55.70%	44.30%

If Plans to Have or Adopt a Child in the Next Two Years, Primary Type of Child Care that Would be Used by Primary Place of Work or Study

	Your spouse or partner	Relative	Child care center	Caregiver in your home	Family child care in a provider's home
Iowa State University	37	10	169	14	48
	13.31%	3.60%	60.79%	5.04%	17.27%
ISU Research Park	25	9	67	5	24
	19.23%	6.92%	51.54%	3.85%	18.46%

## Present Child Care Arrangements by Primary Place of Work or Study

Have Children 12 or Younger by Primary Place of Work or Study

	Yes	No
Iowa State University	502	125
	80.06%	19.94%
ISU Research Park	159	76
	67.66%	32.34%

Age of Children by Primary Place of Work or Study

	Infant (0-12 months)	Young toddler (13-23 months)	Older toddler (24-35 months)	Young pre-schooler (3 years)	Older pre-schooler (4 years)	Young school-ager (5-9 years)	Older school-ager (10-12 years)
Iowa State University	110	101	94	70	86	250	95
	13.6%	12.5%	11.7%	8.7%	10.7%	31.0%	11.8%
ISU Research Park	35	35	24	32	26	91	27
	13.0%	13.0%	8.9%	11.9%	9.6%	33.7%	10.0%

### Present Child Care Arrangements by Primary Place of Work or Study

	Spouse or partner	Other relative	Caregiver in your home	Family child care	Child care center	Other
Iowa State University	143	59	48	152	281	124
	17.7%	7.3%	5.9%	18.8%	34.8%	15.4%
ISU Research Park	97	19	13	61	48	29
	36.3%	7.1%	4.9%	22.8%	18.0%	10.9%

### Cost of Care by Primary Place of Work or Study

	Average hourly cost of care
Iowa State University	563
	\$7.05
ISU Research Park	160
	\$5.43

### Reasons for Potentially Looking for New Child Care Arrangements by Primary Place of Work or Study

	N/A	Hours	Location	No longer available	Child's needs changing	Child doesn't like it	Cost	Moving	Child aged out	Quality
Iowa State University	231	176	230	168	171	62	252	54	48	192
	28.5%	21.7%	28.4%	20.7%	21.1%	7.7%	31.1%	6.7%	5.9%	23.7%
ISU Research Park	86	44	96	56	34	9	57	13	9	57
	33.1%	16.9%	36.9%	21.5%	13.1%	3.5%	21.9%	5.0%	3.5%	21.9%

### Ease or Difficulty of Finding Child Care Arrangements by Primary Place of Work or Study

	Very easy	Somewhat easy	Somewhat difficult	Very difficult
Iowa State University	22	97	218	168
	4.36%	19.21%	43.17%	33.27%
ISU Research Park	17	46	68	26
	10.83%	29.30%	43.31%	16.56%



### Problems in Arranging for Child Care by Primary Place of Work or Study

	Did not know where to begin looking	Friends or relatives were unavailable	Preferred programs were already filled	Had trouble finding good quality care	Preferred care was too expensive	Had trouble finding choices to suit my child's needs	Location of programs were too far away	Had trouble finding choices to suit my schedule	My child was too young for programs
<b>Iowa State University</b>	134	179	315	211	323	93	141	184	89
	27.63%	36.91%	64.95%	43.51%	66.60%	19.18%	29.07%	37.94%	18.35%
<b>ISU Research Park</b>	38	51	69	59	74	27	41	48	21
	28.36%	38.06%	51.49%	44.03%	55.22%	20.15%	30.60%	35.82%	15.67%

### Impact of Child Care on Work or School by Primary Place of Work or Study

Number of Days Arrived Late to Work or Class because of Problem with Child Care by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
<b>Iowa State University (n=419)</b>	4.0	1,661
<b>ISU Research Park (n=126)</b>	2.3	284

Number of Days Arrived Late to Work or Class because of a Child's Illness by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
<b>Iowa State University (n=432)</b>	3.1	1,345
<b>ISU Research Park (n=133)</b>	2.5	336

Number of Days Arrived Late to Work or Class because of another Child-Related Responsibility by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
<b>Iowa State University (n=409)</b>	2.4	996
<b>ISU Research Park (n=122)</b>	2.6	312

Number of Days Work or Class Missed because of Problem with Child Care by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Iowa State University (n=404)	2.3	936
ISU Research Park (n=125)	1.4	179

Number of Days Work or Class Missed because of a Child's Illness by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Iowa State University (n=463)	4.1	1,897
ISU Research Park (n=142)	3.0	424

Number of Days Work or Class Missed because of another Child-Related Responsibility by Primary Place of Work or Study

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Iowa State University (n=380)	1.8	682
ISU Research Park (n=114)	1.1	128

Impact of ISU or Research Park Employer Offered Desired Child Care Initiative by Primary Place of Work or Study

	Work more hours at your job	Work different hours or a different shift	Seek a promotion	None of the above
Iowa State University	213	126	109	207
	44.28%	26.20%	22.66%	43.04%
ISU Research Park	62	28	33	71
	41.61%	18.79%	22.15%	47.65%

Use of ISU Child Care Centers by Primary Place of Work or Study

Children Currently Enrolled in One of the ISU Child Care Centers by Primary Place of Work or Study

	Yes	No
Iowa State University	81	423
	16.07%	83.93%
ISU Research Park	6	153
	3.77%	96.23%

#### Reasons for Not Using an ISU Child Care Center by Primary Place of Work or Study

	No openings	Services too expensive	Wanted child closer to home	Hours of operation did not meet my needs	Other
Iowa State University	158	227	77	40	110
	37.89%	54.44%	18.47%	9.59%	26.38%
ISU Research Park	32	38	58	5	49
	22.70%	26.95%	41.13%	3.55%	34.75%

#### Satisfaction with University Child Care Center at Veterinary Medicine by Primary Place of Work or Study

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Iowa State University	21	7	3	0	29
	35.00%	11.67%	5.00%	0.00%	48.33%
ISU Research Park	2	2	1	0	1
	33.33%	33.33%	16.67%	0.00%	16.67%

#### Satisfaction with University Community Child Care at University Village by Primary Place of Work or Study

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Iowa State University	19	7	5	0	27
	32.76%	12.07%	8.62%	0.00%	46.55%
ISU Research Park	0	1	0	0	3
	0.00%	25.00%	0.00%	0.00%	75.00%

#### Satisfaction with ISU Child Development Lab School by Primary Place of Work or Study

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Iowa State University	14	7	4	0	33
	24.14%	12.07%	6.90%	0.00%	56.90%
ISU Research Park	0	0	0	0	4
	0.00%	0.00%	0.00%	0.00%	100.00%

## Survey Results by Role at ISU

Note: This appendix consists of “crosstabs,” matrix tables showing how two survey questions are related. The crosstabs include only valid non-missing data. Respondents who did not answer one of the questions are not included in the table.

## Background Information by Role at ISU

### Zip Code by Role at ISU

		Faculty	Prof. & Sci.	Contract	Merit	Pre-Post Doc-toral	Grad. Asst.	Grad. Stud.	Under-grad	Other	Total
5014	N	1	0	0	0	0	0	0	0	0	1
	%	.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50003	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50007	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50009	N	0	1	0	0	0	0	0	2	0	3
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	.5%
50010	N	62	106	1	4	8	14	22	10	3	230
	%	42.8%	34.1%	33.3%	22.2%	50.0%	58.3%	51.2%	22.2%	42.9%	37.6%
50011	N	2	2	0	0	0	0	0	0	0	4
	%	1.4%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.7%
50013	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50014	N	56	86	1	5	7	6	11	14	1	187
	%	38.6%	27.7%	33.3%	27.8%	43.8%	25.0%	25.6%	31.1%	14.3%	30.6%
50021	N	3	17	0	0	0	0	0	0	0	20
	%	2.1%	5.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
50023	N	2	10	0	2	0	1	1	2	0	18
	%	1.4%	3.2%	0.0%	11.1%	0.0%	4.2%	2.3%	4.4%	0.0%	2.9%
50036	N	4	12	0	0	0	0	0	3	0	19
	%	2.8%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	3.1%
50046	N	1	2	0	0	0	0	0	0	0	3
	%	.7%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.5%
50051	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50056	N	0	1	0	2	0	1	0	0	0	4
	%	0.0%	.3%	0.0%	11.1%	0.0%	4.2%	0.0%	0.0%	0.0%	.7%
50073	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50105	N	0	4	0	0	0	0	0	0	0	4
	%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.7%
50107	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50109	N	0	0	0	0	0	0	1	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	.2%
50111	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50124	N	5	11	0	0	0	0	0	0	1	17
	%	3.4%	3.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	2.8%
50130	N	0	2	0	0	0	0	1	0	1	4
	%	0.0%	.6%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	14.3%	.7%
50131	N	0	2	0	0	0	0	0	1	0	3
	%	0.0%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.5%
50132	N	1	0	0	0	0	0	0	0	0	1
	%	.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50156	N	1	4	0	2	0	0	0	0	0	7
	%	.7%	1.3%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
50158	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50161	N	0	3	0	0	0	0	1	0	0	4
	%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	.7%
50168	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%

		Faculty	Prof. & Sci.	Contract	Merit	Pre-Post Doc-toral	Grad. Asst.	Grad. Stud.	Under-grad	Other	Total
50201	N	2	14	0	0	0	1	1	3	0	21
	%	1.4%	4.5%	0.0%	0.0%	0.0%	4.2%	2.3%	6.7%	0.0%	3.4%
50212	N	1	1	0	0	0	0	0	0	1	3
	%	.7%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	.5%
50226	N	0	1	0	0	0	0	0	1	0	2
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.3%
50236	N	1	3	0	0	0	0	0	0	0	4
	%	.7%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.7%
50244	N	0	2	0	0	0	0	0	0	0	2
	%	0.0%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.3%
50246	N	0	0	0	0	1	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	.2%
50247	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50248	N	0	5	0	1	0	1	1	0	0	8
	%	0.0%	1.6%	0.0%	5.6%	0.0%	4.2%	2.3%	0.0%	0.0%	1.3%
50249	N	0	0	0	1	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50263	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50265	N	0	1	0	1	0	0	1	0	0	3
	%	0.0%	.3%	0.0%	5.6%	0.0%	0.0%	2.3%	0.0%	0.0%	.5%
50266	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50276	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50310	N	0	0	0	0	0	0	1	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	.2%
50312	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50313	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50315	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50317	N	0	0	0	0	0	0	1	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	.2%
50320	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50321	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50322	N	0	2	0	0	0	0	0	0	0	2
	%	0.0%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.3%
50323	N	0	2	0	0	0	0	0	0	0	2
	%	0.0%	.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.3%
50324	N	1	0	0	0	0	0	0	0	0	1
	%	.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50325	N	2	0	0	0	0	0	0	1	0	3
	%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.5%
50327	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50525	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50579	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
50801	N	0	0	0	0	0	0	1	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	.2%
51301	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
52240	N	0	1	0	0	0	0	0	0	0	1

		Faculty	Prof. & Sci.	Contract	Merit	Pre-Post Doc-toral	Grad. Asst.	Grad. Stud.	Under-grad	Other	Total
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
52402	N	0	0	1	0	0	0	0	0	0	1
	%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
52742	N	0	1	0	0	0	0	0	0	0	1
	%	0.0%	.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
60068	N	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	.2%
	N	145	311	3	18	16	24	43	45	7	612
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

#### Income by Role at ISU

	Less than \$50,000	\$50,000-\$69,999	\$70,000-\$89,999	\$90,000-\$99,999	\$100,000-\$119,999	\$120,000-\$139,999	\$140,000+
Faculty	2	12	16	10	33	22	50
	1.38%	8.28%	11.03%	6.90%	22.76%	15.17%	34.48%
Professional & Scientific	20	37	65	33	83	34	43
	6.35%	11.75%	20.63%	10.48%	26.35%	10.79%	13.65%
Contract	0	1	0	1	0	0	1
	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	33.33%
Merit	4	5	5	1	2	1	0
	22.22%	27.78%	27.78%	5.56%	11.11%	5.56%	0.00%
Pre-Post Doctoral	7	3	4	0	0	0	2
	43.75%	18.75%	25.00%	0.00%	0.00%	0.00%	12.50%
Graduate Assistant	19	2	2	0	0	2	0
	76.00%	8.00%	8.00%	0.00%	0.00%	8.00%	0.00%
Graduate Student	31	7	5	0	0	0	0
	72.09%	16.28%	11.63%	0.00%	0.00%	0.00%	0.00%
Undergraduate Student	38	5	2	0	1	0	0
	82.61%	10.87%	4.35%	0.00%	2.17%	0.00%	0.00%
Other	3	2	0	0	1	1	0
	42.86%	28.57%	0.00%	0.00%	14.29%	14.29%	0.00%

## Interest in Child Care Initiatives by Role at ISU

Likelihood of Using a Child Care Center on or near ISU Campus or Research Park Worksite by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Faculty</b>	82	36	11	11	5
	56.55%	24.83%	7.59%	7.59%	3.45%
<b>Professional &amp; Scientific</b>	134	90	28	31	35
	42.14%	28.30%	8.81%	9.75%	11.01%
<b>Contract</b>	2	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Merit</b>	4	4	3	6	1
	22.22%	22.22%	16.67%	33.33%	5.56%
<b>Pre-Post Doctoral</b>	13	2	0	0	1
	81.25%	12.50%	0.00%	0.00%	6.25%
<b>Graduate Assistant</b>	17	6	1	2	0
	65.38%	23.08%	3.85%	7.69%	0.00%
<b>Graduate Student</b>	27	12	2	2	1
	61.36%	27.27%	4.55%	4.55%	2.27%
<b>Undergraduate Student</b>	24	14	2	4	2
	52.17%	30.43%	4.35%	8.70%	4.35%
<b>Other</b>	4	3	0	0	0
	57.14%	42.86%	0.00%	0.00%	0.00%



Likelihood of Using a Group of ISU Supported Family Child Care Homes on or near ISU Campus by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Faculty	33	42	26	29	13
	23.08%	29.37%	18.18%	20.28%	9.09%
Professional & Scientific	55	93	47	64	58
	17.35%	29.34%	14.83%	20.19%	18.30%
Contract	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
Merit	3	4	4	4	3
	16.67%	22.22%	22.22%	22.22%	16.67%
Pre-Post Doctoral	8	4	1	3	0
	50.00%	25.00%	6.25%	18.75%	0.00%
Graduate Assistant	8	7	6	4	1
	30.77%	26.92%	23.08%	15.38%	3.85%
Graduate Student	11	19	4	5	5
	25.00%	43.18%	9.09%	11.36%	11.36%
Undergraduate Student	12	19	4	6	5
	26.09%	41.30%	8.70%	13.04%	10.87%
Other	3	4	0	0	0
	42.86%	57.14%	0.00%	0.00%	0.00%

Likelihood of Using Reserved Slots in a Community Child Care Center by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Faculty	41	52	28	16	7
	28.47%	36.11%	19.44%	11.11%	4.86%
Professional & Scientific	80	103	44	48	36
	25.72%	33.12%	14.15%	15.43%	11.58%
Contract	1	0	1	0	0
	50.00%	0.00%	50.00%	0.00%	0.00%
Merit	2	8	1	5	2
	11.11%	44.44%	5.56%	27.78%	11.11%
Pre-Post Doctoral	7	7	1	0	1
	43.75%	43.75%	6.25%	0.00%	6.25%
Graduate Assistant	10	8	5	2	0
	40.00%	32.00%	20.00%	8.00%	0.00%
Graduate Student	18	14	6	3	2
	41.86%	32.56%	13.95%	6.98%	4.65%
Undergraduate Student	14	14	8	6	4
	30.43%	30.43%	17.39%	13.04%	8.70%
Other	1	5	0	1	0
	14.29%	71.43%	0.00%	14.29%	0.00%

Likelihood of Using Financial Assistance to Help Pay for your Choice of Child Care by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Faculty</b>	77	22	10	26	9
	53.47%	15.28%	6.94%	18.06%	6.25%
<b>Professional &amp; Scientific</b>	178	48	27	37	26
	56.33%	15.19%	8.54%	11.71%	8.23%
<b>Contract</b>	2	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Merit</b>	6	5	0	2	5
	33.33%	27.78%	0.00%	11.11%	27.78%
<b>Pre-Post Doctoral</b>	9	3	2	2	0
	56.25%	18.75%	12.50%	12.50%	0.00%
<b>Graduate Assistant</b>	20	4	1	1	0
	76.92%	15.38%	3.85%	3.85%	0.00%
<b>Graduate Student</b>	37	4	2	0	1
	84.09%	9.09%	4.55%	0.00%	2.27%
<b>Undergraduate Student</b>	40	3	1	1	1
	86.96%	6.52%	2.17%	2.17%	2.17%
<b>Other</b>	5	1	0	0	1
	71.43%	14.29%	0.00%	0.00%	14.29%

Likelihood of Using Emergency Back-up Care on or near ISU Campus or Research Park Worksite by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Faculty</b>	90	37	12	5	1
	62.07%	25.52%	8.28%	3.45%	0.69%
<b>Professional &amp; Scientific</b>	153	84	32	27	21
	48.26%	26.50%	10.09%	8.52%	6.62%
<b>Contract</b>	2	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Merit</b>	10	4	1	1	2
	55.56%	22.22%	5.56%	5.56%	11.11%
<b>Pre-Post Doctoral</b>	11	2	2	1	0
	68.75%	12.50%	12.50%	6.25%	0.00%
<b>Graduate Assistant</b>	19	4	2	1	0
	73.08%	15.38%	7.69%	3.85%	0.00%
<b>Graduate Student</b>	30	12	1	0	1
	68.18%	27.27%	2.27%	0.00%	2.27%
<b>Undergraduate Student</b>	32	10	3	0	1
	69.57%	21.74%	6.52%	0.00%	2.17%
<b>Other</b>	2	3	0	1	1
	28.57%	42.86%	0.00%	14.29%	14.29%

Likelihood of Using Child Care for School Age Children during Scheduled Holidays and School Vacation Breaks by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Faculty	70	39	22	10	4
	48.28%	26.90%	15.17%	6.90%	2.76%
Professional & Scientific	130	98	38	27	23
	41.14%	31.01%	12.03%	8.54%	7.28%
Contract	2	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
Merit	8	3	0	4	3
	44.44%	16.67%	0.00%	22.22%	16.67%
Pre-Post Doctoral	8	4	3	1	0
	50.00%	25.00%	18.75%	6.25%	0.00%
Graduate Assistant	13	3	2	7	1
	50.00%	11.54%	7.69%	26.92%	3.85%
Graduate Student	14	9	8	7	6
	31.82%	20.45%	18.18%	15.91%	13.64%
Undergraduate Student	17	13	7	3	6
	36.96%	28.26%	15.22%	6.52%	13.04%
Other	3	2	2	0	0
	42.86%	28.57%	28.57%	0.00%	0.00%

Likelihood of Using Daily After School Care Program on or near ISU Campus or Research Park Worksite by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Faculty	62	37	26	12	7
	43.06%	25.69%	18.06%	8.33%	4.86%
Professional & Scientific	117	78	26	47	47
	37.14%	24.76%	8.25%	14.92%	14.92%
Contract	2	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
Merit	4	5	1	6	2
	22.22%	27.78%	5.56%	33.33%	11.11%
Pre-Post Doctoral	9	4	1	2	0
	56.25%	25.00%	6.25%	12.50%	0.00%
Graduate Assistant	9	9	2	4	1
	36.00%	36.00%	8.00%	16.00%	4.00%
Graduate Student	15	9	8	6	6
	34.09%	20.45%	18.18%	13.64%	13.64%
Undergraduate Student	16	10	7	6	7
	34.78%	21.74%	15.22%	13.04%	15.22%
Other	1	2	1	3	0
	14.29%	28.57%	14.29%	42.86%	0.00%

Likelihood of Using a Summer Care or Day Camp Program for School Age Children by Role at ISU

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Faculty</b>	75	43	17	8	2
	51.72%	29.66%	11.72%	5.52%	1.38%
<b>Professional &amp; Scientific</b>	156	106	31	11	13
	49.21%	33.44%	9.78%	3.47%	4.10%
<b>Contract</b>	1	0	0	1	0
	50.00%	0.00%	0.00%	50.00%	0.00%
<b>Merit</b>	7	7	1	2	1
	38.89%	38.89%	5.56%	11.11%	5.56%
<b>Pre-Post Doctoral</b>	8	5	3	0	0
	50.00%	31.25%	18.75%	0.00%	0.00%
<b>Graduate Assistant</b>	11	9	2	3	1
	42.31%	34.62%	7.69%	11.54%	3.85%
<b>Graduate Student</b>	16	12	5	8	3
	36.36%	27.27%	11.36%	18.18%	6.82%
<b>Undergraduate Student</b>	18	7	10	6	5
	39.13%	15.22%	21.74%	13.04%	10.87%
<b>Other</b>	3	3	0	1	0
	42.86%	42.86%	0.00%	14.29%	0.00%

### Ranking of Child Care Initiatives for Children Under 6 by Role at ISU

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
<b>Faculty</b>	A new child care center on or near ISU or your ISU Research Park worksite	63	21	21	19	10
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	8	29	27	34	36
	Reserved slots in a community child care center	3	29	44	33	25
	Financial assistance to pay for your choice of child care	36	22	13	16	47
	Emergency back-up care on or near ISU campus or your Research Park worksite	24	33	29	32	16
<b>Professional &amp; Scientific</b>	A new child care center on or near ISU or your ISU Research Park worksite	107	69	53	30	22
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	19	47	54	70	91
	Reserved slots in a community child care center	15	41	86	71	68
	Financial assistance to pay for your choice of child care	105	59	36	36	45
	Emergency back-up care on or near ISU campus or your Research Park worksite	35	65	52	74	55
<b>Contract</b>	A new child care center on or near ISU or your ISU Research Park worksite	1	1	0	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	0	1	1
	Reserved slots in a community child care center	0	0	1	1	0
	Financial assistance to pay for your choice of child care	1	1	0	0	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	0	1	0	1
<b>Merit</b>	A new child care center on or near ISU or your ISU Research Park worksite	3	1	4	6	2
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	2	1	5	1	7
	Reserved slots in a community child care center	0	2	3	7	4
	Financial assistance to pay for your choice of child care	6	6	2	0	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	5	6	2	2	1
<b>Pre-Post Doctoral</b>	A new child care center on or near ISU or your ISU Research Park worksite	8	4	3	1	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	1	5	2	5	3

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
	Reserved slots in a community child care center	1	4	5	3	3
	Financial assistance to pay for your choice of child care	6	0	3	2	5
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	3	3	5	5
<b>Graduate Assistant</b>	A new child care center on or near ISU or your ISU Research Park worksite	4	10	4	6	1
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	5	5	8	7
	Reserved slots in a community child care center	3	5	5	6	6
	Financial assistance to pay for your choice of child care	16	2	3	1	3
	Emergency back-up care on or near ISU campus or your Research Park worksite	2	3	8	4	8
<b>Graduate Student</b>	A new child care center on or near ISU or your ISU Research Park worksite	13	12	6	7	5
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	1	2	20	8	12
	Reserved slots in a community child care center	2	10	6	9	16
	Financial assistance to pay for your choice of child care	26	11	4	2	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	8	7	17	10
<b>Undergraduate Student</b>	A new child care center on or near ISU or your ISU Research Park worksite	16	5	12	8	4
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	2	5	6	16	16
	Reserved slots in a community child care center	2	6	9	16	12
	Financial assistance to pay for your choice of child care	24	13	4	2	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	16	14	3	11
<b>Other</b>	A new child care center on or near ISU or your ISU Research Park worksite	2	1	4	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	3	0	2	2
	Reserved slots in a community child care center	0	1	2	3	1
	Financial assistance to pay for your choice of child care	5	0	1	0	1
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	2	0	2	3

### Ranking of Child Care Initiatives for Children 6-12 by Role at ISU

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
<b>Faculty</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	37	28	24	34
	Child care for school-age children during scheduled holidays and public school vacation breaks	19	42	39	23
	Daily after-school care program on or near ISU or your ISU Research Park worksite	40	23	33	27
	A summer care or day camp program for school-age children	27	30	27	39
<b>Professional &amp; Scientific</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	55	40	65	113
	Child care for school-age children during scheduled holidays and public school vacation breaks	38	119	82	34
	Daily after-school care program on or near ISU or your ISU Research Park worksite	80	49	71	73
	A summer care or day camp program for school-age children	100	65	55	53
<b>Contract</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	1	0	1	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	0	3	0	0
	Daily after-school care program on or near ISU or your ISU Research Park worksite	2	0	1	0
	A summer care or day camp program for school-age children	0	0	1	2
<b>Merit</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	5	1	2	7
	Child care for school-age children during scheduled holidays and public school vacation breaks	3	6	5	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	3	3	5	4
	A summer care or day camp program for school-age children	4	5	3	3
<b>Pre-Post Doctoral</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	3	3	0	6
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	4	4	3
	Daily after-school care program on or near ISU or your ISU Research Park worksite	5	3	2	2
	A summer care or day camp program for school-age children	3	2	6	1
<b>Graduate Assistant</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	7	6	6	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	2	9	5	4
	Daily after-school care program on or near ISU or your ISU Research Park worksite	7	1	6	6
	A summer care or day camp program for school-age children	4	4	3	9
<b>Graduate Student</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	11	6	14	6

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
	Child care for school-age children during scheduled holidays and public school vacation breaks	7	9	8	13
	Daily after-school care program on or near ISU or your ISU Research Park worksite	13	8	8	8
	A summer care or day camp program for school-age children	6	14	7	10
<b>Undergraduate Student</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	13	9	5	13
	Child care for school-age children during scheduled holidays and public school vacation breaks	5	10	18	7
	Daily after-school care program on or near ISU or your ISU Research Park worksite	11	13	11	5
	A summer care or day camp program for school-age children	11	8	6	15
<b>Other</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	1	1	0	3
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	2	2	0
	Daily after-school care program on or near ISU or your ISU Research Park worksite	1	1	3	0
	A summer care or day camp program for school-age children	2	1	0	2

#### Desired Drop Off Time for Children Five and Under by Role at ISU

	6–7 a.m.	7–8 a.m.	8–9 a.m.	9–10 a.m.	10–11 a.m.
<b>Faculty</b>	9	53	55	9	0
	7.14%	42.06%	43.65%	7.14%	0.00%
<b>Professional &amp; Scientific</b>	20	206	30	1	2
	7.72%	79.54%	11.58%	0.39%	0.77%
<b>Contract</b>	1	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Merit</b>	2	8	1	0	0
	18.18%	72.73%	9.09%	0.00%	0.00%
<b>Pre-Post Doctoral</b>	0	7	7	0	0
	0.00%	50.00%	50.00%	0.00%	0.00%
<b>Graduate Assistant</b>	3	13	7	0	0
	13.04%	56.52%	30.43%	0.00%	0.00%
<b>Graduate Student</b>	5	22	13	1	0
	12.20%	53.66%	31.71%	2.44%	0.00%
<b>Undergraduate Student</b>	10	21	9	1	0
	24.39%	51.22%	21.95%	2.44%	0.00%
<b>Other</b>	3	2	2	0	0
	42.86%	28.57%	28.57%	0.00%	0.00%



Desired Drop Off Time for Children 6-12 during Summer or Vacations by Role at ISU

	6-7 a.m.	7-8 a.m.	8-9 a.m.	9-10 a.m.	10-11 a.m.
<b>Faculty</b>	5	34	60	21	2
	4.10%	27.87%	49.18%	17.21%	1.64%
<b>Professional &amp; Scientific</b>	27	199	40	3	2
	9.96%	73.43%	14.76%	1.11%	0.74%
<b>Contract</b>	1	1	0	0	0
	50.00%	50.00%	0.00%	0.00%	0.00%
<b>Merit</b>	3	13	1	0	0
	17.65%	76.47%	5.88%	0.00%	0.00%
<b>Pre-Post Doctoral</b>	0	7	4	0	0
	0.00%	63.64%	36.36%	0.00%	0.00%
<b>Graduate Assistant</b>	3	10	6	0	0
	15.79%	52.63%	31.58%	0.00%	0.00%
<b>Graduate Student</b>	2	18	13	3	0
	5.56%	50.00%	36.11%	8.33%	0.00%
<b>Undergraduate Student</b>	5	16	12	1	0
	14.71%	47.06%	35.29%	2.94%	0.00%
<b>Other</b>	1	2	2	0	0
	20.00%	40.00%	40.00%	0.00%	0.00%

Desired Pick Up Time for Children Five and Under by Role at ISU

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
<b>Faculty</b>	1	2	1	8	31	76	9
	0.78%	1.56%	0.78%	6.25%	24.22%	59.38%	7.03%
<b>Professional &amp; Scientific</b>	0	2	1	7	71	167	6
	0.00%	0.79%	0.39%	2.76%	27.95%	65.75%	2.36%
<b>Contract</b>	0	0	0	0	0	1	0
	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
<b>Merit</b>	0	0	0	1	6	5	0
	0.00%	0.00%	0.00%	8.33%	50.00%	41.67%	0.00%
<b>Pre-Post Doctoral</b>	0	0	1	0	4	8	1
	0.00%	0.00%	7.14%	0.00%	28.57%	57.14%	7.14%
<b>Graduate Assistant</b>	1	0	0	2	4	16	0
	4.35%	0.00%	0.00%	8.70%	17.39%	69.57%	0.00%
<b>Graduate Student</b>	0	1	0	4	8	21	6
	0.00%	2.50%	0.00%	10.00%	20.00%	52.50%	15.00%
<b>Undergraduate Student</b>	2	0	0	10	11	15	3
	4.88%	0.00%	0.00%	24.39%	26.83%	36.59%	7.32%
<b>Other</b>	1	1	0	0	3	2	0
	14.29%	14.29%	0.00%	0.00%	42.86%	28.57%	0.00%

Desired Pick Up Time for Children 6-12 during Summer or Vacations by Role at ISU

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
Faculty	2	3	1	12	33	63	6
	1.67%	2.50%	0.83%	10.00%	27.50%	52.50%	5.00%
Professional & Scientific	0	0	3	13	89	162	6
	0.00%	0.00%	1.10%	4.76%	32.60%	59.34%	2.20%
Contract	1	0	0	1	0	1	0
	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%
Merit	0	0	0	2	7	8	0
	0.00%	0.00%	0.00%	11.76%	41.18%	47.06%	0.00%
Pre-Post Doctoral	0	0	0	0	3	7	2
	0.00%	0.00%	0.00%	0.00%	25.00%	58.33%	16.67%
Graduate Assistant	0	0	0	0	2	15	1
	0.00%	0.00%	0.00%	0.00%	11.11%	83.33%	5.56%
Graduate Student	0	0	1	4	6	18	6
	0.00%	0.00%	2.86%	11.43%	17.14%	51.43%	17.14%
Undergraduate Student	0	1	1	7	13	11	1
	0.00%	2.94%	2.94%	20.59%	38.24%	32.35%	2.94%
Other	0	0	0	1	1	3	0
	0.00%	0.00%	0.00%	20.00%	20.00%	60.00%	0.00%

Plans to Have or Adopt a Child in the Next Two Years by Role at ISU

Plans to Have or Adopt a Child in the Next Two Years by Role at ISU

	Yes	No
Faculty	65	81
	44.52%	55.48%
Professional & Scientific	130	188
	40.88%	59.12%
Contract	1	2
	33.33%	66.67%
Merit	3	15
	16.67%	83.33%
Pre-Post Doctoral	10	6
	62.50%	37.50%
Graduate Assistant	17	9
	65.38%	34.62%
Graduate Student	26	17
	60.47%	39.53%
Undergraduate Student	19	27
	41.30%	58.70%
Other	5	2
	71.43%	28.57%

If Plans to Have or Adopt a Child in the Next Two Years, Primary Type of Child Care that Would be Used by Role at ISU

	Your spouse or partner	Relative	Child care center	Caregiver in your home	Family child care in a provider's home
Faculty	6	2	42	6	9
	9.23%	3.08%	64.62%	9.23%	13.85%
Professional & Scientific	13	6	78	4	29
	10.00%	4.62%	60.00%	3.08%	22.31%
Contract	1	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
Merit	0	0	1	0	2
	0.00%	0.00%	33.33%	0.00%	66.67%
Pre-Post Doctoral	0	0	8	1	1
	0.00%	0.00%	80.00%	10.00%	10.00%
Graduate Assistant	2	1	12	1	1
	11.76%	5.88%	70.59%	5.88%	5.88%
Graduate Student	10	1	13	0	2
	38.46%	3.85%	50.00%	0.00%	7.69%
Undergraduate Student	4	0	10	2	3
	21.05%	0.00%	52.63%	10.53%	15.79%
Other	1	0	3	0	1
	20.00%	0.00%	60.00%	0.00%	20.00%

## Present Child Care Arrangements by Role at ISU

### Have Children 12 or Younger by Role at ISU

	Yes	No
<b>Faculty</b>	119	27
	81.51%	18.49%
<b>Professional &amp; Scientific</b>	256	60
	81.01%	18.99%
<b>Contract</b>	3	0
	100.00%	0.00%
<b>Merit</b>	16	1
	94.12%	5.88%
<b>Pre-Post Doctoral</b>	14	2
	87.50%	12.50%
<b>Graduate Assistant</b>	17	9
	65.38%	34.62%
<b>Graduate Student</b>	28	14
	66.67%	33.33%
<b>Undergraduate Student</b>	37	9
	80.43%	19.57%
<b>Other</b>	6	1
	85.71%	14.29%

### Age of Children by Role at ISU

	Infant (0-12 months)	Young toddler (13-23 months)	Older toddler (24-35 months)	Young pre-schooler (3 years)	Older pre-schooler (4 years)	Young school-ager (5-9 years)	Older school-ager (10-12 years)
<b>Faculty</b>	27	25	18	19	18	69	20
	13.8%	12.8%	9.2%	9.7%	9.2%	35.2%	10.2%
<b>Professional &amp; Scientific</b>	54	43	48	33	50	131	60
	12.9%	10.3%	11.5%	7.9%	11.9%	31.3%	14.3%
<b>Contract</b>	0	1	1	0	1	1	1
		20.0%	20.0%		20.0%	20.0%	20.0%
<b>Merit</b>	4	2	3	1	2	9	1
	18.2%	9.1%	13.6%	4.5%	9.1%	40.9%	4.5%
<b>Pre-Post Doctoral</b>	5	3	3	2	1	3	1
	27.8%	16.7%	16.7%	11.1%	5.6%	16.7%	5.6%
<b>Graduate Assistant</b>	4	6	4	4	4	4	2
	14.3%	21.4%	14.3%	14.3%	14.3%	14.3%	7.1%
<b>Graduate Student</b>	5	7	8	5	5	9	3
	11.9%	16.7%	19.0%	11.9%	11.9%	21.4%	7.1%
<b>Undergraduate Student</b>	9	13	6	3	2	19	6
	15.5%	22.4%	10.3%	5.2%	3.4%	32.8%	10.3%
<b>Other</b>	1	1	2	2	1	1	0
	12.5%	12.5%	25.0%	25.0%	12.5%	12.5%	

### Present Child Care Arrangements by Role at ISU

	Spouse or partner	Other relative	Caregiver in your home	Family child care	Child care center	Other
Faculty	39	11	22	20	69	34
	20.0%	5.6%	11.3%	10.3%	35.4%	17.4%
Professional & Scientific	51	36	19	99	151	62
	12.2%	8.6%	4.5%	23.7%	36.1%	14.8%
Contract	0	0	2	0	2	1
			40.0%		40.0%	20.0%
Merit	2	6	0	9	3	3
	8.7%	26.1%		39.1%	13.0%	13.0%
Pre-Post Doctoral	4	1	1	3	7	2
	22.2%	5.6%	5.6%	16.7%	38.9%	11.1%
Graduate Assistant	7	2	0	3	14	2
	25.0%	7.1%		10.7%	50.0%	7.1%
Graduate Student	17	2	4	4	16	1
	38.6%	4.5%	9.1%	9.1%	36.4%	2.3%
Undergraduate Student	17	1	0	12	14	14
	29.3%	1.7%		20.7%	24.1%	24.1%
Other	4	0	0	0	4	0
	50.0%				50.0%	

### Cost of Care by Role at ISU

	Average hourly cost of care
Faculty	130
	\$8.49
Professional & Scientific	315
	\$6.59
Contract	4
	\$15.94
Merit	17
	\$4.27
Pre-Post Doctoral	11
	\$10.88
Graduate Assistant	20
	\$6.89
Graduate Student	27
	\$7.21
Undergraduate Student	29
	\$4.74
Other	3
	\$6.40

### Reasons for Potentially Looking for New Child Care Arrangements by Role at ISU

	N/A	Hours	Location	No longer available	Child's needs changing	Child doesn't like it	Cost	Moving	Child aged out	Quality
Faculty	47	44	46	41	51	22	54	4	18	51
	24.7%	23.2%	24.2%	21.6%	26.8%	11.6%	28.4%	2.1%	9.5%	26.8%
Professional & Scientific	120	79	135	86	92	31	134	23	21	104
	28.4%	18.7%	32.0%	20.4%	21.8%	7.3%	31.8%	5.5%	5.0%	24.6%
Contract	1	3	3	0	0	0	3	0	1	2
	20.0%	60.0%	60.0%				60.0%		20.0%	40.0%
Merit	7	4	2	9	6	0	2	0	1	1
	29.2%	16.7%	8.3%	37.5%	25.0%		8.3%		4.2%	4.2%
Pre-Post Doctoral	5	3	3	3	2	2	8	3	1	7
	27.8%	16.7%	16.7%	16.7%	11.1%	11.1%	44.4%	16.7%	5.6%	38.9%
Graduate Assistant	11	5	5	7	3	2	10	4	0	5
	39.3%	17.9%	17.9%	25.0%	10.7%	7.1%	35.7%	14.3%		17.9%
Graduate Student	21	13	14	5	8	1	14	11	1	8
	44.7%	27.7%	29.8%	10.6%	17.0%	2.1%	29.8%	23.4%	2.1%	17.0%
Undergraduate Student	13	23	17	11	6	3	21	8	5	8
	22.4%	39.7%	29.3%	19.0%	10.3%	5.2%	36.2%	13.8%	8.6%	13.8%
Other	1	0	2	3	0	1	4	1	0	2
	12.5%		25.0%	37.5%		12.5%	50.0%	12.5%		25.0%

### Ease or Difficulty of Finding Child Care Arrangements by Role at ISU

	Very easy	Somewhat easy	Somewhat difficult	Very difficult
Faculty	2	19	48	49
	1.69%	16.10%	40.68%	41.53%
Professional & Scientific	15	46	122	75
	5.81%	17.83%	47.29%	29.07%
Contract	0	1	2	0
	0.00%	33.33%	66.67%	0.00%
Merit	4	6	5	2
	23.53%	35.29%	29.41%	11.76%
Pre-Post Doctoral	0	2	4	8
	0.00%	14.29%	28.57%	57.14%
Graduate Assistant	0	3	12	1
	0.00%	18.75%	75.00%	6.25%
Graduate Student	0	10	12	8
	0.00%	33.33%	40.00%	26.67%
Undergraduate Student	1	8	8	20
	2.70%	21.62%	21.62%	54.05%
Other	0	2	4	0
	0.00%	33.33%	66.67%	0.00%

### Problems in Arranging for Child Care by Role at ISU

	Did not know where to begin looking	Friends or relatives were unavailable	Preferred programs were already filled	Had trouble finding good quality care	Preferred care was too expensive	Had trouble finding choices to suit my child's needs	Location of programs were too far away	Had trouble finding choices to suit my schedule	My child was too young for programs
<b>Faculty</b>	27	43	86	49	59	27	29	40	24
	23.28%	37.07%	74.14%	42.24%	50.86%	23.28%	25.00%	34.48%	20.69%
<b>Professional &amp; Scientific</b>	69	81	157	119	175	49	82	94	52
	28.16%	33.06%	64.08%	48.57%	71.43%	20.00%	33.47%	38.37%	21.22%
<b>Contract</b>	1	0	2	2	2	1	0	0	0
	33.33%	0.00%	66.67%	66.67%	66.67%	33.33%	0.00%	0.00%	0.00%
<b>Merit</b>	6	7	10	4	11	1	2	5	1
	35.29%	41.18%	58.82%	23.53%	64.71%	5.88%	11.76%	29.41%	5.88%
<b>Pre-Post Doctoral</b>	4	3	9	2	9	0	2	4	1
	28.57%	21.43%	64.29%	14.29%	64.29%	0.00%	14.29%	28.57%	7.14%
<b>Graduate Assistant</b>	4	8	11	3	10	1	4	5	5
	26.67%	53.33%	73.33%	20.00%	66.67%	6.67%	26.67%	33.33%	33.33%
<b>Graduate Student</b>	11	14	15	13	24	7	11	11	3
	37.93%	48.28%	51.72%	44.83%	82.76%	24.14%	37.93%	37.93%	10.34%
<b>Undergraduate Student</b>	7	19	19	12	28	4	7	18	3
	20.59%	55.88%	55.88%	35.29%	82.35%	11.76%	20.59%	52.94%	8.82%
<b>Other</b>	4	0	2	3	3	1	2	2	0
	66.67%	0.00%	33.33%	50.00%	50.00%	16.67%	33.33%	33.33%	0.00%

### Impact of Child Care on Work or School by Role at ISU

Number of Days Arrived Late to Work or Class because of Problem with Child Care by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
<b>Faculty (n=98)</b>	3.0	289
<b>Professional &amp; Scientific (n=212)</b>	3.0	644
<b>Contract (n=1)</b>	0	0
<b>Merit (n=16)</b>	2	32
<b>Pre-Post Doctoral (n=10)</b>	11.7	117
<b>Graduate Assistant (n=12)</b>	2.7	32
<b>Graduate Student (n=26)</b>	9.1	236
<b>Undergraduate Student (n=33)</b>	8.6	282
<b>Other (n=5)</b>	2.8	14

Number of Days Arrived Late to Work or Class because of Child's Illness by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Faculty (n=103)	2.6	268
Professional & Scientific (n=217)	3.3	708
Contract (n=2)	1.5	3
Merit (n=16)	2.9	46
Pre-Post Doctoral (n=11)	4.8	53
Graduate Assistant (n=12)	7.6	91
Graduate Student (n=26)	2.4	62
Undergraduate Student (n=34)	2.9	97
Other (n=5)	1.6	8

Number of Days Arrived Late to Work or Class because of another Child-Related Responsibility by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Faculty (n=90)	1.8	165
Professional & Scientific (n=210)	2.8	581
Contract (n=2)	2.5	5
Merit (n=15)	1.9	28
Pre-Post Doctoral (n=13)	2.6	34
Graduate Assistant (n=12)	1.8	21
Graduate Student (n=24)	2.8	67
Undergraduate Student (n=32)	2.5	79
Other (n=5)	1.2	6



Number of Days Work or Class Missed because of Problem with Child Care by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Faculty (n=88)	2.4	207
Professional & Scientific (n=210)	2.0	418
Contract (n=1)	0	0
Merit (n=14)	2.1	29
Pre-Post Doctoral (n=11)	1.3	14
Graduate Assistant (n=12)	2.7	32
Graduate Student (n=23)	2.9	67
Undergraduate Student (n=34)	4.5	152
Other (n=5)	1.4	7

Number of Days Work or Class Missed because of Child's Illness by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Faculty (n=106)	3.2	341
Professional & Scientific (n=241)	4.5	1,072
Contract (n=2)	7.5	15
Merit (n=16)	3.6	57
Pre-Post Doctoral (n=11)	4.3	47
Graduate Assistant (n=12)	8.5	102
Graduate Student (n=27)	2.9	77
Undergraduate Student (n=37)	4.4	164
Other (n=5)	2	10

Number of Days Work or Class Missed because of another Child-Related Responsibility by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Faculty (n=80)	1.6	126
Professional & Scientific (n=199)	2.1	409
Contract (n=1)	0	0
Merit (n=13)	1.9	24
Pre-Post Doctoral (n=9)	0.2	2
Graduate Assistant (n=12)	1.8	22
Graduate Student (n=22)	1.3	28
Undergraduate Student (n=33)	2.0	65
Other (n=5)	0	0

Impact of ISU or Research Park Employer Offered Desired Child Care Initiative by Role at ISU

	Work more hours at your job	Work different hours or a different shift	Seek a promotion	None of the above
Faculty	71	21	22	36
	61.74%	18.26%	19.13%	31.30%
Professional & Scientific	88	76	69	121
	34.92%	30.16%	27.38%	48.02%
Contract	1	0	1	1
	50.00%	0.00%	50.00%	50.00%
Merit	3	2	5	10
	18.75%	12.50%	31.25%	62.50%
Pre-Post Doctoral	7	4	1	5
	50.00%	28.57%	7.14%	35.71%
Graduate Assistant	6	3	3	5
	46.15%	23.08%	23.08%	38.46%
Graduate Student	18	10	3	8
	66.67%	37.04%	11.11%	29.63%
Undergraduate Student	16	8	4	18
	44.44%	22.22%	11.11%	50.00%
Other	3	2	1	3
	50.00%	33.33%	16.67%	50.00%

## Use of ISU Child Care Centers by Role at ISU

### Children Currently Enrolled in One of the ISU Child Care Centers by Role at ISU

	Yes	No
Faculty	24	95
	20.17%	79.83%
Professional & Scientific	30	227
	11.67%	88.33%
Contract	0	3
	0.00%	100.00%
Merit	0	17
	0.00%	100.00%
Pre-Post Doctoral	5	9
	35.71%	64.29%
Graduate Assistant	7	9
	43.75%	56.25%
Graduate Student	7	22
	24.14%	75.86%
Undergraduate Student	5	32
	13.51%	86.49%
Other	2	4
	33.33%	66.67%

### Reasons for Not Using an ISU Child Care Center by Role at ISU

	No openings	Services too expensive	Wanted child closer to home	Hours of operation did not meet my needs	Other
Faculty	44	33	13	10	31
	47.31%	35.48%	13.98%	10.75%	33.33%
Professional & Scientific	80	136	43	17	57
	35.56%	60.44%	19.11%	7.56%	25.33%
Contract	1	0	1	0	0
	50.00%	0.00%	50.00%	0.00%	0.00%
Merit	6	11	4	3	5
	35.29%	64.71%	23.53%	17.65%	29.41%
Pre-Post Doctoral	4	6	1	1	1
	44.44%	66.67%	11.11%	11.11%	11.11%
Graduate Assistant	3	6	1	0	4
	33.33%	66.67%	11.11%	0.00%	44.44%
Graduate Student	7	16	3	3	2
	31.82%	72.73%	13.64%	13.64%	9.09%
Undergraduate Student	9	14	11	5	6
	29.03%	45.16%	35.48%	16.13%	19.35%
Other	2	3	0	0	1
	50.00%	75.00%	0.00%	0.00%	25.00%

Satisfaction with University Child Care Center at Veterinary Medicine by Role at ISU

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Faculty	3	3	2	0	11
	15.79%	15.79%	10.53%	0.00%	57.89%
Professional & Scientific	7	0	1	0	12
	35.00%	0.00%	5.00%	0.00%	60.00%
Contract	0	0	0	0	0
	-	-	-	-	-
Merit	0	0	0	0	0
	-	-	-	-	-
Pre-Post Doctoral	2	2	0	0	0
	50.00%	50.00%	0.00%	0.00%	0.00%
Graduate Assistant	2	1	0	0	0
	66.67%	33.33%	0.00%	0.00%	0.00%
Graduate Student	2	0	0	0	5
	28.57%	0.00%	0.00%	0.00%	71.43%
Undergraduate Student	3	0	0	0	1
	75.00%	0.00%	0.00%	0.00%	25.00%
Other	1	1	0	0	0
	50.00%	50.00%	0.00%	0.00%	0.00%

Satisfaction with University Community Child Care at University Village by Role at ISU

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Faculty	3	1	2	0	11
	17.65%	5.88%	11.76%	0.00%	64.71%
Professional & Scientific	9	5	2	0	6
	40.91%	22.73%	9.09%	0.00%	27.27%
Contract	0	0	0	0	0
	-	-	-	-	-
Merit	0	0	0	0	0
	-	-	-	-	-
Pre-Post Doctoral	1	0	0	0	2
	33.33%	0.00%	0.00%	0.00%	66.67%
Graduate Assistant	3	0	0	0	2
	60.00%	0.00%	0.00%	0.00%	40.00%
Graduate Student	2	0	1	0	2
	40.00%	0.00%	20.00%	0.00%	40.00%
Undergraduate Student	1	1	0	0	2
	25.00%	25.00%	0.00%	0.00%	50.00%
Other	0	0	0	0	1
	0.00%	0.00%	0.00%	0.00%	100.00%

Satisfaction with ISU Child Development Lab School by Role at ISU

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Faculty	6	5	0	0	7
	33.33%	27.78%	0.00%	0.00%	38.89%
Professional & Scientific	5	1	4	0	13
	21.74%	4.35%	17.39%	0.00%	56.52%
Contract	0	0	0	0	0
	-	-	-	-	-
Merit	0	0	0	0	0
	-	-	-	-	-
Pre-Post Doctoral	1	0	0	0	3
	25.00%	0.00%	0.00%	0.00%	75.00%
Graduate Assistant	1	0	0	0	2
	33.33%	0.00%	0.00%	0.00%	66.67%
Graduate Student	1	1	0	0	3
	20.00%	20.00%	0.00%	0.00%	60.00%
Undergraduate Student	0	0	0	0	3
	0.00%	0.00%	0.00%	0.00%	100.00%
Other	0	0	0	0	1
	0.00%	0.00%	0.00%	0.00%	100.00%

## Survey Results by Research Park Company

Note: This appendix consists of “crosstabs,” matrix tables showing how two survey questions are related. The crosstabs include only valid non-missing data. Respondents who did not answer one of the questions are not included in the table.

## Background Information by Research Park Company

### Zip Code by Role at ISU

		AAT	BPS	BI	CP	EP	FC	HV	IT	ISU	NLG	NM	SIE	WK	OTH	TOT
50003	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50007	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50009	N	0	0	0	0	0	0	0	0	0	1	0	0	1	0	5
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	.9%	0.0%	.6%
50010	N	2	1	4	1	1	0	3	10	3	9	1	2	23	4	297
	%	40.0%	14.3%	22.2%	33.3%	14.3%	0.0%	60.0%	66.7%	75.0%	32.1%	50.0%	40.0%	19.8%	30.8%	34.6%
50011	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.5%
50013	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50014	N	0	0	4	1	1	1	0	4	0	3	1	2	18	2	227
	%	0.0%	0.0%	22.2%	33.3%	14.3%	16.7%	0.0%	26.7%	0.0%	10.7%	50.0%	40.0%	15.5%	15.4%	26.4%
50021	N	0	1	1	0	1	0	0	0	0	4	0	0	10	2	39
	%	0.0%	14.3%	5.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	8.6%	15.4%	4.5%
50023	N	0	1	0	0	1	2	0	1	0	5	0	0	14	1	44
	%	0.0%	14.3%	0.0%	0.0%	14.3%	33.3%	0.0%	6.7%	0.0%	17.9%	0.0%	0.0%	12.1%	7.7%	5.1%
50035	N	0	0	0	0	0	1	0	0	0	0	0	0	1	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.2%
50036	N	1	1	0	0	0	1	0	0	0	1	0	0	2	1	26
	%	20.0%	14.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	1.7%	7.7%	3.0%
50046	N	0	1	0	0	0	0	0	0	0	0	0	0	1	0	5
	%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.6%
50051	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50056	N	0	0	1	0	0	0	0	0	0	0	0	0	0	0	5
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.6%
50073	N	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50105	N	0	0	0	0	0	0	0	0	0	0	0	0	2	0	6
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	.7%
50107	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50109	N	0	0	0	1	1	0	0	0	0	0	0	0	1	1	5
	%	0.0%	0.0%	0.0%	33.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	7.7%	.6%
50111	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50124	N	0	0	1	0	0	0	0	0	1	0	0	0	5	1	25
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	4.3%	7.7%	2.9%
50126	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.1%
50130	N	0	0	0	0	1	0	0	0	0	1	0	0	1	0	8
	%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	.9%	0.0%	.9%
50131	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	4
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.5%
50132	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50154	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.1%
50156	N	0	1	0	0	0	0	0	0	0	0	0	0	1	0	9
	%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	1.0%
50158	N	0	0	1	0	0	0	0	0	0	0	0	0	1	0	3
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.3%
50161	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.5%
50168	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

		AAT	BPS	BI	CP	EP	FC	HV	IT	ISU	NLG	NM	SIE	WK	OTH	TOT
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50201	N	0	0	0	0	0	1	1	0	0	1	0	0	3	1	29
	%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	20.0%	0.0%	0.0%	3.6%	0.0%	0.0%	2.6%	7.7%	3.4%
50208	N	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50212	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.5%
50226	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.3%
50230	N	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50234	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.1%
50236	N	0	1	1	0	0	0	0	0	0	0	0	0	4	0	10
	%	0.0%	14.3%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	1.2%
50244	N	0	0	1	0	0	0	0	0	0	0	0	0	1	0	4
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.5%
50246	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50247	N	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50248	N	0	0	2	0	0	0	0	0	0	0	0	0	2	0	12
	%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	1.4%
50249	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.2%
50263	N	0	0	0	0	0	0	0	0	0	0	0	1	1	0	3
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	.9%	0.0%	.3%
50265	N	0	0	0	0	0	0	0	0	0	1	0	0	1	0	5
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	.9%	0.0%	.6%
50266	N	0	0	0	0	0	0	0	0	0	0	0	0	4	0	5
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	.6%
50276	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50309	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.1%
50310	N	0	0	0	0	0	0	0	0	0	0	0	0	4	0	6
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	.7%
50311	N	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	.2%
50312	N	0	0	0	0	0	0	0	0	0	1	0	0	4	0	6
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	3.4%	0.0%	.7%
50313	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50315	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50317	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50320	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50321	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50322	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50323	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50324	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.2%
50325	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.3%
50327	N	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.2%
50525	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1



		AAT	BPS	BI	CP	EP	FC	HV	IT	ISU	NLG	NM	SIE	WK	OTH	TOT
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50532	N	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50579	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
50595	N	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.9%	0.0%	.1%
50801	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
51012	N	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	.1%
51301	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
52240	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
52402	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
52742	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
60068	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.1%
	N	5	7	18	3	7	6	5	15	4	28	2	5	116	13	859
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### Income by Research Park Company

	Less than \$50,000	\$50,000- \$69,999	\$70,000- \$89,999	\$90,000- \$99,999	\$100,000- \$119,999	\$120,000- \$139,999	\$140,000+
<b>Advanced Analytical Technologies</b>	2	1	0	1	1	0	0
	40%	20%	0%	20%	20%	0%	0%
<b>BASF Plant Sciences</b>	0	1	2	0	1	0	2
	0%	17%	33%	0%	17%	0%	33%
<b>Boehringer Ingelheim</b>	2	3	4	1	2	4	1
	12%	18%	24%	6%	12%	24%	6%
<b>Calcium Products</b>	0	1	0	0	0	0	2
	0%	33%	0%	0%	0%	0%	67%
<b>Etrema Products</b>	0	0	4	0	0	1	2
	0%	0%	57%	0%	0%	14%	29%
<b>Farmer's Cooperative</b>	0	1	0	2	3	0	0
	0%	17%	0%	33%	50%	0%	0%
<b>Harrisvaccines</b>	2	0	1	0	1	0	1
	40%	0%	20%	0%	20%	0%	20%
<b>Institute for Transportation</b>	3	2	2	2	1	2	3
	20%	13%	13%	13%	7%	13%	20%
<b>ISU Research Park Office</b>	1	0	0	0	2	1	0
	25%	0%	0%	0%	50%	25%	0%
<b>NewLink Genetics</b>	3	1	11	7	3	2	3
	10%	3%	37%	23%	10%	7%	10%
<b>Northwest Mutual</b>	0	0	1	0	0	1	0
	0%	0%	50%	0%	0%	50%	0%
<b>Siemens</b>	0	0	1	0	2	0	1
	0%	0%	25%	0%	50%	0%	25%
<b>Workiva</b>	7	12	30	9	28	12	16
	6%	11%	26%	8%	25%	11%	14%
<b>Other</b>	0	3	1	2	3	2	2
	0%	23%	8%	15%	23%	15%	15%

## Interest in Child Care Initiatives by Research Park Company

Likelihood of Using a Child Care Center on or near ISU Campus or Research Park Worksite by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Advanced Analytical Technologies	1	0	3	1	0
	20.00%	0.00%	60.00%	20.00%	0.00%
BASF Plant Sciences	1	2	2	2	0
	14.29%	28.57%	28.57%	28.57%	0.00%
Boehringer Ingelheim	5	5	5	2	1
	27.78%	27.78%	27.78%	11.11%	5.56%
Calcium Products	2	1	0	0	0
	66.67%	33.33%	0.00%	0.00%	0.00%
Etrema Products	0	4	2	1	0
	0.00%	57.14%	28.57%	14.29%	0.00%
Farmer's Cooperative	4	2	0	0	0
	66.67%	33.33%	0.00%	0.00%	0.00%
Harrisvaccines	2	1	0	1	0
	50.00%	25.00%	0.00%	25.00%	0.00%
Institute for Transportation	11	4	0	0	0
	73.33%	26.67%	0.00%	0.00%	0.00%
ISU Research Park Office	3	0	0	1	0
	75.00%	0.00%	0.00%	25.00%	0.00%
NewLink Genetics	17	9	0	3	1
	56.67%	30.00%	0.00%	10.00%	3.33%
Northwest Mutual	1	0	0	0	1
	50.00%	0.00%	0.00%	0.00%	50.00%
Siemens	0	2	1	1	1
	0.00%	40.00%	20.00%	20.00%	20.00%
Workiva	49	33	13	7	14
	42.24%	28.45%	11.21%	6.03%	12.07%
Other	6	4	2	1	0
	46.15%	30.77%	15.38%	7.69%	0.00%

Likelihood of Using a Group of ISU Supported Family Child Care Homes on or near ISU Campus or Research Park Worksites by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	0	0	2	2	1
	0.00%	0.00%	40.00%	40.00%	20.00%
<b>BASF Plant Sciences</b>	1	0	2	4	0
	14.29%	0.00%	28.57%	57.14%	0.00%
<b>Boehringer Ingelheim</b>	2	5	2	4	5
	11.11%	27.78%	11.11%	22.22%	27.78%
<b>Calcium Products</b>	0	2	0	1	0
	0.00%	66.67%	0.00%	33.33%	0.00%
<b>Etrema Products</b>	0	2	3	2	0
	0.00%	28.57%	42.86%	28.57%	0.00%
<b>Farmer's Cooperative</b>	0	3	1	0	2
	0.00%	50.00%	16.67%	0.00%	33.33%
<b>Harrisvaccines</b>	1	1	0	2	0
	25.00%	25.00%	0.00%	50.00%	0.00%
<b>Institute for Transportation</b>	3	6	4	2	0
	20.00%	40.00%	26.67%	13.33%	0.00%
<b>ISU Research Park Office</b>	1	0	2	1	0
	25.00%	0.00%	50.00%	25.00%	0.00%
<b>NewLink Genetics</b>	9	10	3	5	3
	30.00%	33.33%	10.00%	16.67%	10.00%
<b>Northwest Mutual</b>	1	0	0	0	1
	50.00%	0.00%	0.00%	0.00%	50.00%
<b>Siemens</b>	0	1	1	3	0
	0.00%	20.00%	20.00%	60.00%	0.00%
<b>Workiva</b>	16	32	22	23	23
	13.79%	27.59%	18.97%	19.83%	19.83%
<b>Other</b>	0	8	3	2	0
	0.00%	61.54%	23.08%	15.38%	0.00%

Likelihood of Using Reserved Slots in a Community Child Care Center by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	0	1	1	0	3
	0.00%	20.00%	20.00%	0.00%	60.00%
<b>BASF Plant Sciences</b>	2	0	1	3	1
	28.57%	0.00%	14.29%	42.86%	14.29%
<b>Boehringer Ingelheim</b>	2	4	5	2	5
	11.11%	22.22%	27.78%	11.11%	27.78%
<b>Calcium Products</b>	0	2	0	1	0
	0.00%	66.67%	0.00%	33.33%	0.00%
<b>Etrema Products</b>	0	3	2	2	0
	0.00%	42.86%	28.57%	28.57%	0.00%
<b>Farmer's Cooperative</b>	0	3	0	1	2
	0.00%	50.00%	0.00%	16.67%	33.33%
<b>Harrisvaccines</b>	1	0	1	1	1
	25.00%	0.00%	25.00%	25.00%	25.00%
<b>Institute for Transportation</b>	3	8	4	0	0
	20.00%	53.33%	26.67%	0.00%	0.00%
<b>ISU Research Park Office</b>	1	0	2	1	0
	25.00%	0.00%	50.00%	25.00%	0.00%
<b>NewLink Genetics</b>	7	12	3	5	3
	23.33%	40.00%	10.00%	16.67%	10.00%
<b>Northwest Mutual</b>	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
<b>Siemens</b>	0	1	1	1	2
	0.00%	20.00%	20.00%	20.00%	40.00%
<b>Workiva</b>	14	31	29	18	22
	12.28%	27.19%	25.44%	15.79%	19.30%
<b>Other</b>	1	4	2	3	2
	8.33%	33.33%	16.67%	25.00%	16.67%

Likelihood of Using Financial Assistance to Help Pay for your Choice of Child Care by  
Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	2	1	0	1	1
	40.00%	20.00%	0.00%	20.00%	20.00%
<b>BASF Plant Sciences</b>	2	1	1	3	0
	28.57%	14.29%	14.29%	42.86%	0.00%
<b>Boehringer Ingelheim</b>	8	4	3	2	1
	44.44%	22.22%	16.67%	11.11%	5.56%
<b>Calcium Products</b>	1	0	0	2	0
	33.33%	0.00%	0.00%	66.67%	0.00%
<b>Etrema Products</b>	1	2	1	3	0
	14.29%	28.57%	14.29%	42.86%	0.00%
<b>Farmer's Cooperative</b>	3	0	0	1	2
	50.00%	0.00%	0.00%	16.67%	33.33%
<b>Harrisvaccines</b>	2	1	0	0	1
	50.00%	25.00%	0.00%	0.00%	25.00%
<b>Institute for Transportation</b>	10	3	2	0	0
	66.67%	20.00%	13.33%	0.00%	0.00%
<b>ISU Research Park Office</b>	3	0	0	0	1
	75.00%	0.00%	0.00%	0.00%	25.00%
<b>NewLink Genetics</b>	20	6	0	3	1
	66.67%	20.00%	0.00%	10.00%	3.33%
<b>Northwest Mutual</b>	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
<b>Siemens</b>	0	2	0	2	1
	0.00%	40.00%	0.00%	40.00%	20.00%
<b>Workiva</b>	47	24	11	14	19
	40.87%	20.87%	9.57%	12.17%	16.52%
<b>Other</b>	6	4	0	1	2
	46.15%	30.77%	0.00%	7.69%	15.38%

Likelihood of Using Emergency Back-up Care on or near ISU Campus or Research Park Worksite by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	3	1	1	0	0
	60.00%	20.00%	20.00%	0.00%	0.00%
<b>BASF Plant Sciences</b>	1	3	2	1	0
	14.29%	42.86%	28.57%	14.29%	0.00%
<b>Boehringer Ingelheim</b>	12	1	4	0	1
	66.67%	5.56%	22.22%	0.00%	5.56%
<b>Calcium Products</b>	3	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Etrema Products</b>	3	3	0	1	0
	42.86%	42.86%	0.00%	14.29%	0.00%
<b>Farmer's Cooperative</b>	3	3	0	0	0
	50.00%	50.00%	0.00%	0.00%	0.00%
<b>Harrisvaccines</b>	3	2	0	0	0
	60.00%	40.00%	0.00%	0.00%	0.00%
<b>Institute for Transportation</b>	12	2	1	0	0
	80.00%	13.33%	6.67%	0.00%	0.00%
<b>ISU Research Park Office</b>	3	1	0	0	0
	75.00%	25.00%	0.00%	0.00%	0.00%
<b>NewLink Genetics</b>	18	9	3	0	0
	60.00%	30.00%	10.00%	0.00%	0.00%
<b>Northwest Mutual</b>	1	0	0	0	1
	50.00%	0.00%	0.00%	0.00%	50.00%
<b>Siemens</b>	3	0	2	0	0
	60.00%	0.00%	40.00%	0.00%	0.00%
<b>Workiva</b>	58	38	8	4	9
	49.57%	32.48%	6.84%	3.42%	7.69%
<b>Other</b>	9	2	0	1	1
	69.23%	15.38%	0.00%	7.69%	7.69%

Likelihood of Using Child Care for School Age Children during Scheduled Holidays and School Vacation Breaks by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
Advanced Analytical Technologies	0	3	2	0	0
	0.00%	60.00%	40.00%	0.00%	0.00%
BASF Plant Sciences	1	3	2	1	0
	14.29%	42.86%	28.57%	14.29%	0.00%
Boehringer Ingelheim	10	1	1	2	4
	55.56%	5.56%	5.56%	11.11%	22.22%
Calcium Products	2	1	0	0	0
	66.67%	33.33%	0.00%	0.00%	0.00%
Etrema Products	2	2	1	1	1
	28.57%	28.57%	14.29%	14.29%	14.29%
Farmer's Cooperative	3	2	1	0	0
	50.00%	33.33%	16.67%	0.00%	0.00%
Harrisvaccines	3	0	1	0	1
	60.00%	0.00%	20.00%	0.00%	20.00%
Institute for Transportation	8	5	0	2	0
	53.33%	33.33%	0.00%	13.33%	0.00%
ISU Research Park Office	1	2	1	0	0
	25.00%	50.00%	25.00%	0.00%	0.00%
NewLink Genetics	14	9	4	2	1
	46.67%	30.00%	13.33%	6.67%	3.33%
Northwest Mutual	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
Siemens	0	1	2	1	1
	0.00%	20.00%	40.00%	20.00%	20.00%
Workiva	31	35	19	9	22
	26.72%	30.17%	16.38%	7.76%	18.97%
Other	5	4	2	2	0
	38.46%	30.77%	15.38%	15.38%	0.00%



Likelihood of Using Daily After School Care Program on or near ISU Campus or Research Park Worksite by Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	0	2	0	0	3
	0.00%	40.00%	0.00%	0.00%	60.00%
<b>BASF Plant Sciences</b>	1	1	0	5	0
	14.29%	14.29%	0.00%	71.43%	0.00%
<b>Boehringer Ingelheim</b>	7	1	0	4	6
	38.89%	5.56%	0.00%	22.22%	33.33%
<b>Calcium Products</b>	2	0	0	1	0
	66.67%	0.00%	0.00%	33.33%	0.00%
<b>Etrema Products</b>	0	0	2	2	3
	0.00%	0.00%	28.57%	28.57%	42.86%
<b>Farmer's Cooperative</b>	1	1	1	1	2
	16.67%	16.67%	16.67%	16.67%	33.33%
<b>Harrisvaccines</b>	2	0	1	0	2
	40.00%	0.00%	20.00%	0.00%	40.00%
<b>Institute for Transportation</b>	7	5	1	2	0
	46.67%	33.33%	6.67%	13.33%	0.00%
<b>ISU Research Park Office</b>	2	1	1	0	0
	50.00%	25.00%	25.00%	0.00%	0.00%
<b>NewLink Genetics</b>	12	6	4	7	1
	40.00%	20.00%	13.33%	23.33%	3.33%
<b>Northwest Mutual</b>	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
<b>Siemens</b>	0	0	3	1	1
	0.00%	0.00%	60.00%	20.00%	20.00%
<b>Workiva</b>	20	28	11	22	35
	17.24%	24.14%	9.48%	18.97%	30.17%
<b>Other</b>	4	5	2	1	1
	30.77%	38.46%	15.38%	7.69%	7.69%

Likelihood of Using a Summer Care or Day Camp Program for School Age Children by  
Research Park Company

	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Never
<b>Advanced Analytical Technologies</b>	1	3	1	0	0
	20.00%	60.00%	20.00%	0.00%	0.00%
<b>BASF Plant Sciences</b>	2	3	2	0	0
	28.57%	42.86%	28.57%	0.00%	0.00%
<b>Boehringer Ingelheim</b>	7	5	1	1	4
	38.89%	27.78%	5.56%	5.56%	22.22%
<b>Calcium Products</b>	3	0	0	0	0
	100.00%	0.00%	0.00%	0.00%	0.00%
<b>Etrema Products</b>	0	3	2	1	1
	0.00%	42.86%	28.57%	14.29%	14.29%
<b>Farmer's Cooperative</b>	3	2	1	0	0
	50.00%	33.33%	16.67%	0.00%	0.00%
<b>Harrisvaccines</b>	2	2	1	0	0
	40.00%	40.00%	20.00%	0.00%	0.00%
<b>Institute for Transportation</b>	7	6	1	1	0
	46.67%	40.00%	6.67%	6.67%	0.00%
<b>ISU Research Park Office</b>	3	1	0	0	0
	75.00%	25.00%	0.00%	0.00%	0.00%
<b>NewLink Genetics</b>	13	9	4	1	2
	44.83%	31.03%	13.79%	3.45%	6.90%
<b>Northwest Mutual</b>	0	1	0	0	1
	0.00%	50.00%	0.00%	0.00%	50.00%
<b>Siemens</b>	2	1	0	1	1
	40.00%	20.00%	0.00%	20.00%	20.00%
<b>Workiva</b>	31	40	18	11	17
	26.50%	34.19%	15.38%	9.40%	14.53%
<b>Other</b>	6	5	2	0	0
	46.15%	38.46%	15.38%	0.00%	0.00%

Ranking of Child Care Initiatives for Children Under Age 6 by Research Park Company

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
<b>Advanced Analytical Technologies</b>	A new child care center on or near ISU or your ISU Research Park worksite	2	1	1	1	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	2	1	2
	Reserved slots in a community child care center	0	0	1	2	2
	Financial assistance to pay for your choice of child care	2	1	1	0	1
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	3	0	1	0
<b>BASF Plant Sciences</b>	A new child care center on or near ISU or your ISU Research Park worksite	3	0	2	2	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	1	5	1
	Reserved slots in a community child care center	0	3	1	0	3
	Financial assistance to pay for your choice of child care	3	2	0	0	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	2	3	0	1
<b>Boehringer Ingelheim</b>	A new child care center on or near ISU or your ISU Research Park worksite	5	6	3	2	1
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	2	1	3	6	5
	Reserved slots in a community child care center	0	1	7	3	6
	Financial assistance to pay for your choice of child care	6	1	4	3	3
	Emergency back-up care on or near ISU campus or your Research Park worksite	4	8	0	3	2
<b>Calcium Products</b>	A new child care center on or near ISU or your ISU Research Park worksite	1	0	1	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	0	0	2
	Reserved slots in a community child care center	0	1	1	0	0
	Financial assistance to pay for your choice of child care	0	1	0	1	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	0	0	1	0
<b>Etrema Products</b>	A new child care center on or near ISU or your ISU Research Park worksite	1	3	0	1	1
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	1	2	1	2

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
	Reserved slots in a community child care center	0	0	3	2	1
	Financial assistance to pay for your choice of child care	2	0	1	1	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	3	2	0	1	0
<b>Farmer's Cooperative</b>	A new child care center on or near ISU or your ISU Research Park worksite	3	1	1	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	2	0	1	2
	Reserved slots in a community child care center	0	0	1	3	1
	Financial assistance to pay for your choice of child care	2	1	0	0	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	1	3	1	0
<b>Harrisvaccines</b>	A new child care center on or near ISU or your ISU Research Park worksite	1	0	2	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	1	0	2	0
	Reserved slots in a community child care center	0	0	1	1	1
	Financial assistance to pay for your choice of child care	2	1	0	0	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	1	0	0	2
<b>Institute for Transportation</b>	A new child care center on or near ISU or your ISU Research Park worksite	10	1	3	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	2	1	6	5
	Reserved slots in a community child care center	0	0	5	5	4
	Financial assistance to pay for your choice of child care	3	6	1	1	3
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	5	4	2	2
<b>ISU Research Park Office</b>	A new child care center on or near ISU or your ISU Research Park worksite	3	1	0	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	1	0	3
	Reserved slots in a community child care center	0	0	0	3	1
	Financial assistance to pay for your choice of child care	0	3	1	0	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	1	0	2	1	0
<b>NewLink Genetics</b>	A new child care center on or	16	6	5	1	1

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
	near ISU or your ISU Research Park worksite					
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	2	6	6	9	6
	Reserved slots in a community child care center	0	3	7	8	11
	Financial assistance to pay for your choice of child care	7	5	5	7	5
	Emergency back-up care on or near ISU campus or your Research Park worksite	4	9	6	4	6
<b>Northwest Mutual</b>	A new child care center on or near ISU or your ISU Research Park worksite	1	0	0	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	1	0	0	0
	Reserved slots in a community child care center	0	0	0	0	1
	Financial assistance to pay for your choice of child care	0	0	0	1	0
	Emergency back-up care on or near ISU campus or your Research Park worksite	0	0	1	0	0
<b>Siemens</b>	A new child care center on or near ISU or your ISU Research Park worksite	0	2	0	1	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	0	0	1	0	2
	Reserved slots in a community child care center	0	0	1	2	0
	Financial assistance to pay for your choice of child care	0	1	1	0	1
	Emergency back-up care on or near ISU campus or your Research Park worksite	3	0	0	0	0
<b>Workiva</b>	A new child care center on or near ISU or your ISU Research Park worksite	57	22	16	7	1
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	6	21	24	24	28
	Reserved slots in a community child care center	1	7	19	44	32
	Financial assistance to pay for your choice of child care	16	28	21	10	28
	Emergency back-up care on or near ISU campus or your Research Park worksite	23	25	23	18	14
<b>Other</b>	A new child care center on or near ISU or your ISU Research Park worksite	5	2	3	0	0
	A group of ISU supported family child care homes near ISU campus or your Research Park worksite	1	4	3	1	1
	Reserved slots in a community child care center	0	1	0	3	6

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th	Total ranked 5th
	Financial assistance to pay for your choice of child care	0	3	3	2	2
	Emergency back-up care on or near ISU campus or your Research Park worksite	4	0	1	4	1

#### Ranking of Child Care Initiatives for Children 6-12 by Research Park Company

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
<b>Advanced Analytical Technologies</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	1	1	0	2
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	1	2	0
	Daily after-school care program on or near ISU or your ISU Research Park worksite	0	2	0	2
	A summer care or day camp program for school-age children	2	0	2	0
<b>BASF Plant Sciences</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	2	0	2	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	1	2	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	0	1	1	3
	A summer care or day camp program for school-age children	2	3	0	0
<b>Boehringer Ingelheim</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	10	0	3	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	0	10	3	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	2	2	4	6
	A summer care or day camp program for school-age children	2	2	4	6
<b>Calcium Products</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	1	2	0	0
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	0	1	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	1	0	1	1
	A summer care or day camp program for school-age children	0	1	1	1
<b>Etrema Products</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	2	1	3	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	3	1	3	0
	Daily after-school care program on or near ISU or your ISU Research Park	0	1	0	6

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
	worksite				
	A summer care or day camp program for school-age children	2	4	1	0
Farmer's Cooperative	Emergency back-up care on or near ISU campus or your Research Park worksite	2	1	2	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	2	2	2	0
	Daily after-school care program on or near ISU or your ISU Research Park worksite	1	0	1	4
	A summer care or day camp program for school-age children	1	3	1	1
Harrisvaccines	Emergency back-up care on or near ISU campus or your Research Park worksite	1	2	1	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	0	2	2	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	2	0	0	3
	A summer care or day camp program for school-age children	2	1	2	0
Institute for Transportation	Emergency back-up care on or near ISU campus or your Research Park worksite	2	4	3	1
	Child care for school-age children during scheduled holidays and public school vacation breaks	2	3	2	3
	Daily after-school care program on or near ISU or your ISU Research Park worksite	3	1	3	3
	A summer care or day camp program for school-age children	3	2	2	3
ISU Research Park Office	Emergency back-up care on or near ISU campus or your Research Park worksite	1	0	3	0
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	0	1	2
	Daily after-school care program on or near ISU or your ISU Research Park worksite	2	0	0	2
	A summer care or day camp program for school-age children	0	4	0	0
New Link Genetics	Emergency back-up care on or near ISU campus or your Research Park worksite	9	5	8	4
	Child care for school-age children during scheduled holidays and public school vacation breaks	6	11	6	3
	Daily after-school care program on or near ISU or your ISU Research Park worksite	7	4	6	9
	A summer care or day camp program for school-age children	4	6	6	10
Northwest Mutual	Emergency back-up care on or near ISU campus or your Research Park worksite	1	0	0	0
	Child care for school-age children during scheduled holidays and public school vacation breaks	0	0	1	0

		Total ranked 1st	Total ranked 2nd	Total ranked 3rd	Total ranked 4th
	Daily after-school care program on or near ISU or your ISU Research Park worksite	0	0	0	1
	A summer care or day camp program for school-age children	0	1	0	0
<b>Siemens</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	3	2	0	0
	Child care for school-age children during scheduled holidays and public school vacation breaks	0	1	3	1
	Daily after-school care program on or near ISU or your ISU Research Park worksite	0	0	2	3
	A summer care or day camp program for school-age children	2	2	0	1
<b>Workiva</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	35	11	24	19
	Child care for school-age children during scheduled holidays and public school vacation breaks	16	37	25	11
	Daily after-school care program on or near ISU or your ISU Research Park worksite	17	13	18	41
	A summer care or day camp program for school-age children	21	28	22	18
<b>Other</b>	Emergency back-up care on or near ISU campus or your Research Park worksite	6	3	1	2
	Child care for school-age children during scheduled holidays and public school vacation breaks	1	3	5	3
	Daily after-school care program on or near ISU or your ISU Research Park worksite	1	5	2	4
	A summer care or day camp program for school-age children	4	1	4	3



Desired Drop Off Time for Children Five and Under by Research Park Company

	6–7 a.m.	7–8 a.m.	8–9 a.m.	9–10 a.m.	10–11 a.m.
<b>Advanced Analytical Technologies</b>	0	5	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>BASF Plant Sciences</b>	0	6	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Boehringer Ingelheim</b>	8	8	0	0	0
	50.00%	50.00%	0.00%	0.00%	0.00%
<b>Calcium Products</b>	0	3	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Etrema Products</b>	2	3	0	0	0
	40.00%	60.00%	0.00%	0.00%	0.00%
<b>Farmer's Cooperative</b>	0	5	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Harrisvaccines</b>	0	3	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Institute for Transportation</b>	0	12	1	0	0
	0.00%	92.31%	7.69%	0.00%	0.00%
<b>ISU Research Park Office</b>	0	3	1	0	0
	0.00%	75.00%	25.00%	0.00%	0.00%
<b>NewLink Genetics</b>	3	18	5	0	0
	11.54%	69.23%	19.23%	0.00%	0.00%
<b>Northwest Mutual</b>	0	0	1	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
<b>Siemens</b>	0	1	2	0	0
	0.00%	33.33%	66.67%	0.00%	0.00%
<b>Workiva</b>	3	71	24	0	0
	3.06%	72.45%	24.49%	0.00%	0.00%
<b>Other</b>	1	2	4	1	0
	12.50%	25.00%	50.00%	12.50%	0.00%

Desired Drop Off Time for Children 6-12 during Summer or Vacations by Research Park Company

	6-7 a.m.	7-8 a.m.	8-9 a.m.	9-10 a.m.	10-11 a.m.
<b>Advanced Analytical Technologies</b>	0	4	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>BASF Plant Sciences</b>	0	5	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Boehringer Ingelheim</b>	8	9	0	0	0
	47.06%	52.94%	0.00%	0.00%	0.00%
<b>Calcium Products</b>	0	3	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
<b>Etrema Products</b>	2	5	0	0	0
	28.57%	71.43%	0.00%	0.00%	0.00%
<b>Farmer's Cooperative</b>	1	4	0	0	0
	20.00%	80.00%	0.00%	0.00%	0.00%
<b>Harrisvaccines</b>	0	4	1	0	0
	0.00%	80.00%	20.00%	0.00%	0.00%
<b>Institute for Transportation</b>	1	7	2	0	0
	10.00%	70.00%	20.00%	0.00%	0.00%
<b>ISU Research Park Office</b>	0	3	1	0	0
	0.00%	75.00%	25.00%	0.00%	0.00%
<b>NewLink Genetics</b>	2	14	5	1	0
	9.09%	63.64%	22.73%	4.55%	0.00%
<b>Northwest Mutual</b>	0	0	1	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
<b>Siemens</b>	0	1	3	0	0
	0.00%	25.00%	75.00%	0.00%	0.00%
<b>Workiva</b>	3	61	22	0	0
	3.49%	70.93%	25.58%	0.00%	0.00%
<b>Other</b>	1	4	6	1	0
	8.33%	33.33%	50.00%	8.33%	0.00%

Desired Pick Up Time for Children Five and Under by Research Park Company

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
<b>Advanced Analytical Technologies</b>	0	0	0	0	0	4	0
	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
<b>BASF Plant Sciences</b>	0	0	0	0	2	4	0
	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%
<b>Boehringer Ingelheim</b>	0	0	0	1	6	7	2
	0.00%	0.00%	0.00%	6.25%	37.50%	43.75%	12.50%
<b>Calcium Products</b>	0	0	0	0	1	2	0
	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%
<b>Etrema Products</b>	0	0	0	0	2	3	0
	0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%
<b>Farmer's Cooperative</b>	0	0	0	0	3	2	0
	0.00%	0.00%	0.00%	0.00%	60.00%	40.00%	0.00%
<b>Harrisvaccines</b>	0	0	0	0	1	2	0
	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%
<b>Institute for Transportation</b>	0	0	0	0	2	11	0
	0.00%	0.00%	0.00%	0.00%	15.38%	84.62%	0.00%
<b>ISU Research Park Office</b>	0	0	0	0	1	3	0
	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%
<b>NewLink Genetics</b>	0	0	0	5	9	11	0
	0.00%	0.00%	0.00%	20.00%	36.00%	44.00%	0.00%
<b>Northwest Mutual</b>	0	0	0	0	1	0	0
	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
<b>Siemens</b>	0	0	0	0	0	3	0
	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
<b>Workiva</b>	0	0	0	0	31	63	1
	0.00%	0.00%	0.00%	0.00%	32.63%	66.32%	1.05%
<b>Other</b>	0	0	0	1	4	4	0
	0.00%	0.00%	0.00%	11.11%	44.44%	44.44%	0.00%

Desired Pick Up Time for Children 6-12 during Summer or Vacations by Research Park Company

	12-1 p.m.	1-2 p.m.	2-3 p.m.	3-4 p.m.	4-5 p.m.	5-6 p.m.	6-7 p.m.
<b>Advanced Analytical Technologies</b>	0	0	0	0	0	5	0
	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
<b>BASF Plant Sciences</b>	0	0	0	0	2	3	0
	0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%
<b>Boehringer Ingelheim</b>	0	0	0	1	5	9	2
	0.00%	0.00%	0.00%	5.88%	29.41%	52.94%	11.76%
<b>Calcium Products</b>	0	0	0	0	1	2	0
	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%
<b>Etrema Products</b>	0	0	0	0	3	4	0
	0.00%	0.00%	0.00%	0.00%	42.86%	57.14%	0.00%
<b>Farmer's Cooperative</b>	0	0	0	0	3	2	0
	0.00%	0.00%	0.00%	0.00%	60.00%	40.00%	0.00%
<b>Harrisvaccines</b>	0	0	0	1	2	2	0
	0.00%	0.00%	0.00%	20.00%	40.00%	40.00%	0.00%
<b>Institute for Transportation</b>	0	0	0	2	1	8	0
	0.00%	0.00%	0.00%	18.18%	9.09%	72.73%	0.00%
<b>ISU Research Park Office</b>	0	0	0	0	1	3	0
	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%
<b>NewLink Genetics</b>	0	0	0	6	11	5	0
	0.00%	0.00%	0.00%	27.27%	50.00%	22.73%	0.00%
<b>Northwest Mutual</b>	0	0	0	0	1	0	0
	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
<b>Siemens</b>	0	0	0	0	1	3	0
	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%
<b>Workiva</b>	0	0	0	1	29	60	1
	0.00%	0.00%	0.00%	1.10%	31.87%	65.93%	1.10%
<b>Other</b>	0	0	0	1	5	6	0
	0.00%	0.00%	0.00%	8.33%	41.67%	50.00%	0.00%

## Plans to Have or Adopt a Child in the Next Two Years by Research Park Company

### Plans to Have or Adopt a Child in the Next Two Years by Research Park Company

	Yes	No
<b>Advanced Analytical Technologies</b>	4	1
	80.00%	20.00%
<b>BASF Plant Sciences</b>	2	5
	28.57%	71.43%
<b>Boehringer Ingelheim</b>	9	9
	50.00%	50.00%
<b>Calcium Products</b>	1	2
	33.33%	66.67%
<b>Etrema Products</b>	2	5
	28.57%	71.43%
<b>Farmer's Cooperative</b>	5	1
	83.33%	16.67%
<b>Harrisvaccines</b>	1	4
	20.00%	80.00%
<b>Institute for Transportation</b>	7	8
	46.67%	53.33%
<b>ISU Research Park Office</b>	2	2
	50.00%	50.00%
<b>NewLink Genetics</b>	19	11
	63.33%	36.67%
<b>Northwest Mutual</b>	0	2
	0.00%	100.00%
<b>Siemens</b>	1	4
	20.00%	80.00%
<b>Workiva</b>	74	43
	63.25%	36.75%
<b>Other</b>	5	8
	38.46%	61.54%

If Plans to Have or Adopt a Child in the Next Two Years, Primary Type of Child Care that Would be Used by Research Park Company

	Your spouse or partner	Relative	Child care center	Caregiver in your home	Family child care in a provider's home
Advanced Analytical Technologies	2	1	0	0	1
	50.00%	25.00%	0.00%	0.00%	25.00%
BASF Plant Sciences	0	0	2	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
Boehringer Ingelheim	1	1	4	0	3
	11.11%	11.11%	44.44%	0.00%	33.33%
Calcium Products	0	0	1	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
Etrema Products	1	0	0	0	1
	50.00%	0.00%	0.00%	0.00%	50.00%
Farmer's Cooperative	0	1	2	0	2
	0.00%	20.00%	40.00%	0.00%	40.00%
Harrisvaccines	0	0	0	0	1
	0.00%	0.00%	0.00%	0.00%	100.00%
Institute for Transportation	2	0	5	0	0
	28.57%	0.00%	71.43%	0.00%	0.00%
ISU Research Park Office	0	0	2	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
NewLink Genetics	1	0	11	1	5
	5.56%	0.00%	61.11%	5.56%	27.78%
Northwest Mutual	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%
Siemens	0	1	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
Workiva	16	5	38	4	10
	21.92%	6.85%	52.05%	5.48%	13.70%
Other	2	0	2	0	1
	40.00%	0.00%	40.00%	0.00%	20.00%

## Present Child Care Arrangements by Research Park Company

### Have Children 12 or Younger by Research Park Company

	Yes	No
<b>Advanced Analytical Technologies</b>	3	2
	60.00%	40.00%
<b>BASF Plant Sciences</b>	5	2
	71.43%	28.57%
<b>Boehringer Ingelheim</b>	17	1
	94.44%	5.56%
<b>Calcium Products</b>	2	1
	66.67%	33.33%
<b>Etrema Products</b>	7	0
	100.00%	0.00%
<b>Farmer's Cooperative</b>	4	2
	66.67%	33.33%
<b>Harrisvaccines</b>	4	1
	80.00%	20.00%
<b>Institute for Transportation</b>	12	3
	80.00%	20.00%
<b>ISU Research Park Office</b>	3	1
	75.00%	25.00%
<b>NewLink Genetics</b>	17	13
	56.67%	43.33%
<b>Northwest Mutual</b>	2	0
	100.00%	0.00%
<b>Siemens</b>	5	0
	100.00%	0.00%
<b>Workiva</b>	70	45
	60.87%	39.13%
<b>Other</b>	8	5
	61.54%	38.46%

### Age of Children by Research Park Company

	Infant (0-12 months)	Young toddler (13-23 months)	Older toddler (24-35 months)	Young pre-schooler (3 years)	Older pre-schooler (4 years)	Young school-ager (5-9 years)	Older school-ager (10-12 years)
<b>Advanced Analytical Technologies</b>	1	0	0	1	1	2	1
	16.7%			16.7%	16.7%	33.3%	16.7%
<b>BASF Plant Sciences</b>	1	0	0	1	1	7	0
	10.0%			10.0%	10.0%	70.0%	
<b>Boehringer Ingelheim</b>	4	2	3	4	2	8	1
	16.7%	8.3%	12.5%	16.7%	8.3%	33.3%	4.2%
<b>Calcium Products</b>	0	0	1	0	0	2	1
			25.0%			50.0%	25.0%
<b>Etrema Products</b>	0	2	1	1	1	7	0
		16.7%	8.3%	8.3%	8.3%	58.3%	
<b>Farmer's Cooperative</b>	1	1	1	0	1	3	0
	14.3%	14.3%	14.3%		14.3%	42.9%	
<b>Harrisvaccines</b>	1	0	1	0	1	2	1
	16.7%		16.7%		16.7%	33.3%	16.7%
<b>Institute for Transportation</b>	3	3	2	2	2	8	0
	15.0%	15.0%	10.0%	10.0%	10.0%	40.0%	
<b>ISU Research Park Office</b>	2	0	0	0	1	1	1
	40.0%				20.0%	20.0%	20.0%
<b>NewLink Genetics</b>	4	2	3	6	2	4	4
	16.0%	8.0%	12.0%	24.0%	8.0%	16.0%	16.0%
<b>Northwest Mutual</b>	0	0	1	1	0	1	1
			25.0%	25.0%		25.0%	25.0%
<b>Siemens</b>	0	1	0	0	1	4	2
		12.5%			12.5%	50.0%	25.0%
<b>Workiva</b>	18	24	11	14	12	34	12
	14.4%	19.2%	8.8%	11.2%	9.6%	27.2%	9.6%
<b>Other</b>	0	0	0	2	1	8	3
				14.3%	7.1%	57.1%	21.4%



Present Child Care Arrangements by Research Park Company

	Spouse or partner	Other relative	Caregiver in your home	Family child care	Child care center	Other
Advanced Analytical Technologies	0	1	0	1	1	3
		16.7%		16.7%	16.7%	50.0%
BASF Plant Sciences	5	0	0	0	5	0
	50.0%				50.0%	
Boehringer Ingelheim	3	3	0	10	5	3
	12.5%	12.5%		41.7%	20.8%	12.5%
Calcium Products	0	0	0	2	1	1
				50.0%	25.0%	25.0%
Etrema Products	7	0	0	2	1	2
	58.3%			16.7%	8.3%	16.7%
Farmer's Cooperative	2	2	0	0	2	1
	28.6%	28.6%			28.6%	14.3%
Harrisvaccines	1	2	0	3	0	0
	16.7%	33.3%		50.0%		
Institute for Transportation	6	0	2	2	9	1
	30.0%		10.0%	10.0%	45.0%	5.0%
ISU Research Park Office	3	0	0	1	0	1
	60.0%			20.0%		20.0%
NewLink Genetics	9	1	0	6	3	6
	36.0%	4.0%		24.0%	12.0%	24.0%
Northwest Mutual	1	0	3	0	0	0
	25.0%		75.0%			
Siemens	2	3	0	1	0	2
	25.0%	37.5%		12.5%		25.0%
Workiva	54	7	8	29	19	5
	44.3%	5.7%	6.6%	23.8%	15.6%	4.1%
Other	4	0	0	4	2	4
	28.6%			28.6%	14.3%	28.6%

### Cost of Care by Research Park Company

	Average hourly cost of care
Advanced Analytical Technologies	3
	\$2.89
BASF Plant Sciences	5
	\$6.58
Boehringer Ingelheim	17
	\$4.77
Calcium Products	3
	\$5.97
Etrema Products	4
	\$11.19
Farmer's Cooperative	5
	\$6.09
Harrisvaccines	3
	\$2.46
Institute for Transportation	16
	\$6.60
ISU Research Park Office	2
	\$3.17
NewLink Genetics	17
	\$6.39
Northwest Mutual	3
	\$4.67
Siemens	3
	\$10.14
Workiva	73
	\$4.68
Other	6
	\$6.36

Reasons for Potentially Looking for New Child Care Arrangements by Research Park Company

	N/A	Hours	Location	No longer available	Child's needs changing	Child doesn't like it	Cost	Moving	Child aged out	Quality
Advanced Analytical Technologies	3	1	1	1	2	1	2	0	0	2
	50.0%	16.7%	16.7%	16.7%	33.3%	16.7%	33.3%			33.3%
BASF Plant Sciences	3	2	5	0	3	1	3	1	0	3
	30.0%	20.0%	50.0%		30.0%	10.0%	30.0%	10.0%		30.0%
Boehringer Ingelheim	12	5	10	2	1	0	5	3	0	5
	52.2%	21.7%	43.5%	8.7%	4.3%		21.7%	13.0%		21.7%
Calcium Products	0	4	5	0	1	1	1	0	0	2
		80.0%	100.0%		20.0%	20.0%	20.0%			40.0%
Etrema Products	3	3	6	1	0	2	3	0	0	5
	25.0%	25.0%	50.0%	8.3%		16.7%	25.0%			41.7%
Farmer's Cooperative	3	0	2	0	0	0	0	2	0	2
	42.9%		28.6%					28.6%		28.6%
Harrisvaccines	1	0	1	0	0	0	0	1	2	1
	25.0%		25.0%					25.0%	50.0%	25.0%
Institute for Transportation	3	3	12	6	2	1	8	0	1	1
	15.0%	15.0%	60.0%	30.0%	10.0%	5.0%	40.0%		5.0%	5.0%
ISU Research Park Office	0	0	5	1	1	0	3	0	0	3
			100.0%	20.0%	20.0%		60.0%			60.0%
NewLink Genetics	4	3	13	3	4	2	11	0	3	7
	16.0%	12.0%	52.0%	12.0%	16.0%	8.0%	44.0%		12.0%	28.0%
Northwest Mutual	2	0	2	2	0	0	0	0	0	0
	50.0%		50.0%	50.0%						
Siemens	5	0	0	1	0	0	0	0	0	0
	83.3%			16.7%						
Workiva	42	18	27	36	17	1	21	5	3	24
	35.3%	15.1%	22.7%	30.3%	14.3%	.8%	17.6%	4.2%	2.5%	20.2%
Other	5	5	7	3	3	0	0	1	0	2
	35.7%	35.7%	50.0%	21.4%	21.4%			7.1%		14.3%

### Ease or Difficulty of Finding Child Care Arrangements by Research Park Company

	Very easy	Somewhat easy	Somewhat difficult	Very difficult
<b>Advanced Analytical Technologies</b>	0	1	2	0
	0.00%	33.33%	66.67%	0.00%
<b>BASF Plant Sciences</b>	1	3	0	1
	20.00%	60.00%	0.00%	20.00%
<b>Boehringer Ingelheim</b>	1	5	9	2
	5.88%	29.41%	52.94%	11.76%
<b>Calcium Products</b>	0	0	2	0
	0.00%	0.00%	100.00%	0.00%
<b>Etrema Products</b>	1	3	2	1
	14.29%	42.86%	28.57%	14.29%
<b>Farmer's Cooperative</b>	1	1	1	1
	25.00%	25.00%	25.00%	25.00%
<b>Harrisvaccines</b>	0	2	0	2
	0.00%	50.00%	0.00%	50.00%
<b>Institute for Transportation</b>	0	3	8	1
	0.00%	25.00%	66.67%	8.33%
<b>ISU Research Park Office</b>	0	0	1	2
	0.00%	0.00%	33.33%	66.67%
<b>NewLink Genetics</b>	0	4	11	2
	0.00%	23.53%	64.71%	11.76%
<b>Northwest Mutual</b>	0	0	0	1
	0.00%	0.00%	0.00%	100.00%
<b>Siemens</b>	0	1	2	2
	0.00%	20.00%	40.00%	40.00%
<b>Workiva</b>	13	20	26	10
	18.84%	28.99%	37.68%	14.49%
<b>Other</b>	0	3	4	1
	0.00%	37.50%	50.00%	12.50%

# Problems in Arranging for Child Care by Research Park Company

	Did not know where to begin looking	Friends or relatives were unavailable	Preferred programs were already filled	Had trouble finding good quality care	Preferred care was too expensive	Had trouble finding choices to suit my child's needs	Location of programs were too far away	Had trouble finding choices to suit my schedule	My child was too young for programs
Advanced Analytical Technologies	3	1	1	2	1	0	0	1	0
	100.00%	33.33%	33.33%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%
BASF Plant Sciences	1	1	1	0	1	0	0	1	0
	50.00%	50.00%	50.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%
Boehringer Ingelheim	5	6	12	2	10	1	5	5	2
	33.33%	40.00%	80.00%	13.33%	66.67%	6.67%	33.33%	33.33%	13.33%
Calcium Products	0	1	0	0	1	1	0	1	1
	0.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	50.00%	50.00%
Etrema Products	4	1	3	2	3	0	3	3	1
	66.67%	16.67%	50.00%	33.33%	50.00%	0.00%	50.00%	50.00%	16.67%
Farmer's Cooperative	1	2	0	1	3	1	1	1	2
	25.00%	50.00%	0.00%	25.00%	75.00%	25.00%	25.00%	25.00%	50.00%
Harrisvaccines	0	0	2	1	2	1	0	1	1
	0.00%	0.00%	100.00%	50.00%	100.00%	50.00%	0.00%	50.00%	50.00%
Institute for Transportation	0	2	9	2	6	2	5	3	1
	0.00%	16.67%	75.00%	16.67%	50.00%	16.67%	41.67%	25.00%	8.33%
ISU Research Park Office	0	1	3	0	2	0	1	0	1
	0.00%	33.33%	100.00%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
NewLink Genetics	7	5	6	13	8	5	7	6	2
	41.18%	29.41%	35.29%	76.47%	47.06%	29.41%	41.18%	35.29%	11.76%
Northwest Mutual	0	0	0	1	0	0	0	1	0
	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Siemens	1	2	4	2	3	1	1	1	1
	20.00%	40.00%	80.00%	40.00%	60.00%	20.00%	20.00%	20.00%	20.00%
Workiva	14	26	25	29	30	13	16	22	9
	25.45%	47.27%	45.45%	52.73%	54.55%	23.64%	29.09%	40.00%	16.36%
Other	2	3	3	4	4	2	2	2	0
	28.57%	42.86%	42.86%	57.14%	57.14%	28.57%	28.57%	28.57%	0.00%

## Impact of Child Care on Work or School by Research Park Company

Number of Days Arrived Late to Work or Class because of Problem with Child Care by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	1.7	5
BASF Plant Sciences (n=4)	0.3	1
Boehringer Ingelheim (n=13)	1.4	18
Calcium Products (n=2)	4.5	9
Etrema Products (n=5)	2.0	10
Farmer's Cooperative (n=4)	0	0
Harrisvaccines (n=2)	0	0
Institute for Transportation (n=8)	3.6	29
ISU Research Park Office (n=1)	0	0
NewLink Genetics (n=14)	3.5	49
Northwest Mutual (n=1)	5.0	5
Siemens (n=4)	1.3	5
Workiva (n=59)	1.8	108
Other (n=6)	7.5	45

Number of Days Arrived Late to Work or Class because of Child's Illness by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	0.7	2
BASF Plant Sciences (n=4)	1.3	5
Boehringer Ingelheim (n=14)	2.1	30
Calcium Products (n=2)	3.5	7
Etrema Products (n=7)	2.1	15
Farmer's Cooperative (n=4)	2.5	10
Harrisvaccines (n=3)	2.0	6
Institute for Transportation (n=10)	4.0	40
ISU Research Park Office (n=2)	3.8	8
NewLink Genetics (n=14)	1.8	25
Northwest Mutual (n=1)	0	0
Siemens (n=3)	6.0	18
Workiva (n=59)	2.5	148
Other (n=7)	3.1	22

Number of Days Arrived Late to Work or Class because of another Child-Related Responsibility by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	0.7	2
BASF Plant Sciences (n=3)	1.3	4
Boehringer Ingelheim (n=13)	1.1	14
Calcium Products (n=2)	0	0
Etrema Products (n=4)	0.5	2
Farmer's Cooperative (n=)	0	0
Harrisvaccines (n=3)	1.3	4
Institute for Transportation (n=7)	3.1	22
ISU Research Park Office (n=2)	3.8	8
NewLink Genetics (n=13)	8.7	113
Northwest Mutual (n=1)	0	0
Siemens (n=3)	4.7	14
Workiva (n=57)	1.9	106
Other (n=7)	3.3	23

Number of Days Work or Class Missed because of Problem with Child Care by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	2.3	7
BASF Plant Sciences (n=3)	0	0
Boehringer Ingelheim (n=13)	0.9	13
Calcium Products (n=2)	1.5	3
Etrema Products (n=5)	0.4	2
Farmer's Cooperative (n=4)	0.8	3
Harrisvaccines (n=3)	0.7	2
Institute for Transportation (n=7)	0.6	4
ISU Research Park Office (n=2)	1.5	3
NewLink Genetics (n=12)	1.0	12
Northwest Mutual (n=1)	0	0
Siemens (n=4)	5.0	20
Workiva (n=59)	1.6	96
Other (n=6)	2.3	14

Number of Days Work or Class Missed because of Child's Illness by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	3.0	9
BASF Plant Sciences (n=4)	0.3	1
Boehringer Ingelheim (n=16)	3.4	54
Calcium Products (n=2)	1.5	3
Etrema Products (n=6)	2.5	15
Farmer's Cooperative (n=4)	2.0	8
Harrisvaccines (n=4)	3.3	13
Institute for Transportation (n=12)	7.0	84
ISU Research Park Office (n=2)	1.5	3
NewLink Genetics (n=16)	2.4	39
Northwest Mutual (n=1)	0	0
Siemens (n=3)	6.3	19
Workiva (n=61)	2.4	147
Other (n=8)	3.6	29

Number of Days Work or Class Missed because of another Child-Related Responsibility by Role at ISU

	Average number of days in past year reported per respondent	Total number of days in past year across all respondents
Advanced Analytical Technologies (n=3)	0.3	1
BASF Plant Sciences (n=3)	1.3	4
Boehringer Ingelheim (n=13)	2.0	26
Calcium Products (n=2)	0.5	1
Etrema Products (n=5)	1.6	8
Farmer's Cooperative (n=4)	0.5	2
Harrisvaccines (n=3)	2.7	8
Institute for Transportation (n=7)	2.3	16
ISU Research Park Office (n=2)	1.5	3
NewLink Genetics (n=10)	0.6	6
Northwest Mutual (n=1)	0	0
Siemens (n=3)	3.7	11
Workiva (n=53)	0.6	31
Other (n=5)	2.2	11



Impact of ISU or Research Park Employer Offered Desired Child Care Initiative by  
Research Park Company

	Work more hours at your job	Work different hours or a different shift	Seek a promotion	None of the above
<b>Advanced Analytical Technologies</b>	1	1	2	1
	33.33%	33.33%	66.67%	33.33%
<b>BASF Plant Sciences</b>	0	0	0	5
	0.00%	0.00%	0.00%	100.00%
<b>Boehringer Ingelheim</b>	4	2	2	10
	23.53%	11.76%	11.76%	58.82%
<b>Calcium Products</b>	1	0	0	1
	50.00%	0.00%	0.00%	50.00%
<b>Etrema Products</b>	2	1	0	5
	28.57%	14.29%	0.00%	71.43%
<b>Farmer's Cooperative</b>	2	1	1	2
	50.00%	25.00%	25.00%	50.00%
<b>Harrisvaccines</b>	1	0	0	3
	25.00%	0.00%	0.00%	75.00%
<b>Institute for Transportation</b>	6	5	3	3
	50.00%	41.67%	25.00%	25.00%
<b>ISU Research Park Office</b>	1	1	2	1
	33.33%	33.33%	66.67%	33.33%
<b>NewLink Genetics</b>	10	5	7	4
	62.50%	31.25%	43.75%	25.00%
<b>Northwest Mutual</b>	1	0	1	1
	50.00%	0.00%	50.00%	50.00%
<b>Siemens</b>	2	0	1	1
	50.00%	0.00%	25.00%	25.00%
<b>Workiva</b>	26	9	12	32
	41.94%	14.52%	19.35%	51.61%
<b>Other</b>	5	3	2	2
	62.50%	37.50%	25.00%	25.00%

## Use of ISU Child Care Centers by Research Park Company

Children Currently Enrolled in One of the ISU Child Care Centers by Research Park Company

	Yes	No
<b>Advanced Analytical Technologies</b>	0	3
	0.00%	100.00%
<b>BASF Plant Sciences</b>	0	5
	0.00%	100.00%
<b>Boehringer Ingelheim</b>	0	17
	0.00%	100.00%
<b>Calcium Products</b>	0	2
	0.00%	100.00%
<b>Etrema Products</b>	0	7
	0.00%	100.00%
<b>Farmer's Cooperative</b>	0	4
	0.00%	100.00%
<b>Harrisvaccines</b>	0	4
	0.00%	100.00%
<b>Institute for Transportation</b>	5	7
	41.67%	58.33%
<b>ISU Research Park Office</b>	0	3
	0.00%	100.00%
<b>NewLink Genetics</b>	0	17
	0.00%	100.00%
<b>Northwest Mutual</b>	0	2
	0.00%	100.00%
<b>Siemens</b>	0	5
	0.00%	100.00%
<b>Workiva</b>	1	69
	1.43%	98.57%
<b>Other</b>	0	8
	0.00%	100.00%

Reasons for Not Using an ISU Child Care Center by Research Park Company

	No openings	Services too expensive	Wanted child closer to home	Hours of operation did not meet my needs	Other
Advanced Analytical Technologies	0	1	3	0	0
	0.00%	33.33%	100.00%	0.00%	0.00%
BASF Plant Sciences	2	0	2	0	1
	40.00%	0.00%	40.00%	0.00%	20.00%
Boehringer Ingelheim	4	5	8	0	5
	23.53%	29.41%	47.06%	0.00%	29.41%
Calcium Products	0	0	1	0	0
	0.00%	0.00%	100.00%	0.00%	0.00%
Etrema Products	2	1	3	0	2
	28.57%	14.29%	42.86%	0.00%	28.57%
Farmer's Cooperative	1	1	2	0	1
	25.00%	25.00%	50.00%	0.00%	25.00%
Harrisvaccines	1	1	1	0	3
	25.00%	25.00%	25.00%	0.00%	75.00%
Institute for Transportation	2	4	0	0	3
	28.57%	57.14%	0.00%	0.00%	42.86%
ISU Research Park Office	2	0	0	0	1
	66.67%	0.00%	0.00%	0.00%	33.33%
NewLink Genetics	6	9	6	1	2
	35.29%	52.94%	35.29%	5.88%	11.76%
Northwest Mutual	0	0	1	0	1
	0.00%	0.00%	50.00%	0.00%	50.00%
Siemens	0	1	0	0	4
	0.00%	25.00%	0.00%	0.00%	100.00%
Workiva	12	14	30	3	20
	20.34%	23.73%	50.85%	5.08%	33.90%
Other	0	1	1	1	6
	0.00%	12.50%	12.50%	12.50%	75.00%

Satisfaction with University Child Care Center at Veterinary Medicine by Research Park Company

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Advanced Analytical Technologies	0	0	0	0	0
	-	-	-	-	-
BASF Plant Sciences	0	0	0	0	0
	-	-	-	-	-
Boehringer Ingelheim	0	0	0	0	0
	-	-	-	-	-
Calcium Products	0	0	0	0	0
	-	-	-	-	-
Etrema Products	0	0	0	0	0
	-	-	-	-	-
Farmer's Cooperative	0	0	0	0	0
	-	-	-	-	-
Harrisvaccines	0	0	0	0	0
	-	-	-	-	-
Institute for Transportation	2	2	1	0	0
	40.00%	40.00%	20.00%	0.00%	0.00%
ISU Research Park Office	0	0	0	0	0
	-	-	-	-	-
NewLink Genetics	0	0	0	0	0
	-	-	-	-	-
Northwest Mutual	0	0	0	0	0
	-	-	-	-	-
Siemens	0	0	0	0	0
	-	-	-	-	-
Workiva	0	0	0	0	1
	0.00%	0.00%	0.00%	0.00%	100.00%
Other	0	0	0	0	0
	-	-	-	-	-

Satisfaction with University Community Child Care at University Village by Research Park Company

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Advanced Analytical Technologies	0	0	0	0	0
	-	-	-	-	-
BASF Plant Sciences	0	0	0	0	0
	-	-	-	-	-
Boehringer Ingelheim	0	0	0	0	0
	-	-	-	-	-
Calcium Products	0	0	0	0	0
	-	-	-	-	-
Etrema Products	0	0	0	0	0
	-	-	-	-	-
Farmer's Cooperative	0	0	0	0	0
	-	-	-	-	-
Harrisvaccines	0	0	0	0	0
	-	-	-	-	-
Institute for Transportation	0	0	0	0	3
	0.00%	0.00%	0.00%	0.00%	100.00%
ISU Research Park Office	0	0	0	0	0
	-	-	-	-	-
NewLink Genetics	0	0	0	0	0
	-	-	-	-	-
Northwest Mutual	0	0	0	0	0
	-	-	-	-	-
Siemens	0	0	0	0	0
	-	-	-	-	-
Workiva	0	1	0	0	0
	0.00%	100.00%	0.00%	0.00%	0.00%
Other	0	0	0	0	0
	-	-	-	-	-

Satisfaction with ISU Child Development Lab School by Research Park Company

	Very satisfied	Satisfied	Somewhat satisfied	Unsatisfied	Do not use
Advanced Analytical Technologies	0	0	0	0	0
	-	-	-	-	-
BASF Plant Sciences	0	0	0	0	0
	-	-	-	-	-
Boehringer Ingelheim	0	0	0	0	0
	-	-	-	-	-
Calcium Products	0	0	0	0	0
	-	-	-	-	-
Etrema Products	0	0	0	0	0
	-	-	-	-	-
Farmer's Cooperative	0	0	0	0	0
	-	-	-	-	-
Harrisvaccines	0	0	0	0	0
	-	-	-	-	-
Institute for Transportation	0	0	0	0	3
	0.00%	0.00%	0.00%	0.00%	100.00%
ISU Research Park Office	0	0	0	0	0
	-	-	-	-	-
NewLink Genetics	0	0	0	0	0
	-	-	-	-	-
Northwest Mutual	0	0	0	0	0
	-	-	-	-	-
Siemens	0	0	0	0	0
	-	-	-	-	-
Workiva	0	0	0	0	1
	0.00%	0.00%	0.00%	0.00%	100.00%
Other	0	0	0	0	0
	-	-	-	-	-

## Survey Comments

### **Affordability/Cost of Child Care**

Administration at the University Community Childcare is sketchy. Also, based on external funding, the cost at UCC should be lower.

After my second child was born, I cut way back on my work hours to care for my children. They needed me at home with them more often and we could not afford childcare for two young children. My mom was willing to help out and watches the children once per week so I can get most of my hours in on one day.

All three of my children went to either ISU Child Care at Vet Med or the Lab School. Both are the highest in tuition in Ames now and were that way when we were enrolled. I knew the lab school was expensive but I also knew that they had low turnover, highly educated teachers who are licensed (the others do not) and were/are accredited. I believe I got what I paid for in both programs even though Vet Med had higher turnover of staff, however, it would be nice to see tuition lowered in all three university programs without sacrificing the above mentioned high quality. I don't know how much money the university gives the three on campus programs but rather than adding another daycare it might be better to properly fund the three programs already in existence instead of inadequately funding a fourth. In terms of spaces for children to attend, I do know this is still an issue. Has increasing capacity and size of the three existing programs been evaluated, again before building a fourth can we put university dollars into our existing programs to meet the needs of the university?

The cost should not be based on income. Each child gets the same care therefore cost should be the same for all.

Although we live out of town, I would prefer that my children be in a care center closer to where I work. Unfortunately, the price point for the ISU child care was simply too high - right now I pay around 1550 per month for both children, and if I had gone with the current ISU child care, it would have been 1500 for 1 child alone, 2500 for both, and I just couldn't afford that. Although on paper my husband and I have a good income, in reality, our debt and expense level is such that the cost of child care needs to remain under the 2000 mark for it to be financially sustainable.



<p>Although we thought that the ISU child care center was way too expensive, we enrolled our son during the summer months. After that, we just couldn't keep him there because of how expensive it was, even the before and after school program.</p>
<p>Ames has a definite deficit in programs that are affordable and convenient for kids ages 8-14 in the summer and over breaks. I find myself carting the kids from summer classes to summer classes to fill the time so that they are not home alone, and have had to use paid time off for this. Otherwise they sit at home alone with is not preferable. The breaks during the school year are just as hard. It's too expensive to send the kids to a daily camp during these times with my current income.</p>
<p>We would like to use the services provided by ISU and think they are quality centers but the costs exceeds our household budget. Although our income appears high we do pay out a lot in student loans which takes a considerate amount of income to cover.</p>
<p>Ames has a severe lack of affordable daycare, especially for infants. When I went back to work after having my daughter, we had very limited options of where she could go because she was an infant. In addition, infant daycare is significantly more expensive (and exclusive) than in other nearby cities. We recently moved from Ames to Ankeny, and one of the main reasons was to find available, affordable daycare. My husband and I both still work at ISU but moved to Ankeny for better daycare and more family-friendly community.</p>
<p>When I looked into enrolling her in daycare before she was born, the fees were horrendously higher than any other respectable child care that I looked into. Also, we would have been charged for a full time spot when she would have only been there 2-3 days per week.</p>
<p>Ames needs more affordable childcare for students. A two year waiting list is hardly helpful to me when I'm a graduate student who will only be here for two years. If I would have known about this before hand I would not have accepted my graduate offer from ISU.</p>
<p>Your survey didn't address a certain situation. My spouse stays at home with our children right now because we couldn't find childcare that had openings and that was in our budget. (We really wanted to use the university-sponsored centers.) My spouse would really like to continue their career and affordable childcare offered by the university would allow them to reenter the workforce. I know there are other university employee's who are in the same situation we are in. You may want to collect some data on this situation.</p>

It seems like only upper level P&S staff or faculty can afford to send their children to university-based childcare programs. It would be great if there could be a more affordable option for the rest of us. When nearly 1/2 of a employee's take home pay is going to childcare related expenses, it makes it really hard to justify working. I would love to have our kids in a center so we wouldn't have to worry about scrambling for childcare coverage on days when the provider's own children get sick. However, we simply can't afford it - with the pricing of the current centers, it would mean that significantly more than half of my paycheck would go directly to childcare expenses. Unfortunately, that is out of the question.

The costs of childcare in Ames are, again, absurd. I spend nearly half of my income paying for childcare for one child, and I am in a professional research position at ISU. I'd like to have another child but I have to make the decision of whether or not to expand my family knowing that I will be working only for benefits and the advantages of continuous employment. This is really, really difficult.

We found childcare centers too expensive on our past income. We have twins due this spring. They will stay home with my spouse because of daycare costs.

As a family, we have used 3 child care facilities in Ames. First, we were at Vet Med, where we had a very bad experience, and we moved our older child to the lab school, where we got a discount for our income bracket - at the time we made less money. Our second child is now in another non-ISU facility. We actually got a spot for Lab School, but the price was so high and there are no discounts for babies, so we chose to save 400-500 per month and travel 20 minutes out of our way to take this one to child care. Due to travel time, I am often late for work. If ISU offered a reasonably-priced, learning-oriented center on campus, we would be very likely to take advantage of it. The key is a balance between well-paid and trained teachers and reasonable prices. Thus, it is imperative that ISU subsidize the cost of care, so that children of the ISU community can receive quality care that allows their parents to be productive workers even if their parents are not highly paid professors.

As a young post-doc family with very little savings and suddenly going from grad-students to working adults with responsibilities, on-campus childcare of \$12000+ a year is prohibitive.

When considering the scale for rates at a university provided child care wages must be considered differently. I think with dual income earning households the current thresholds for discounts are off considering the current cost of living for necessary items. The facilities offered currently on campus are amazing but are only affordable to those of high earning staff and professors on campus. It is very unfortunate as I have utilized the drop in care at Vet Med and love the service provided, but not everyone can afford this type of care even though we all know every child deserves it. Again a place where middle income families are forced to make choices that affect the learning and development of their children based on money.

Being faculty allows me to work from home when my children are not a school due to a teacher workshop day, early out Wednesday, etc. and consequently save money on childcare which is often expensive for faculty who are subsidizing childcare fees for lower income households
Child care can sometimes cripple our operation. Our household has 2 P&S employees and it can be hard to coordinate pick and drop off times for childcare with the demands of work. The expense is getting costly and with the way finances are one of us might have to start looking else where for a higher paying job.
Child care is a huge expense, especially for a single parent. It is my biggest expense each month. I would like to see something done to make it more affordable.
Child care was much too expensive on ISU's Vet Med Campus. I was quoted at approximately ~\$1,150 for one month of child care for ONE child. Currently I have TWO children in a 4-star center for \$1,300 for ONE month. How they can charge such a ridiculous amount of money for students is crazy.
As you know, infant care is very limited and expensive. This continues to be a huge stressor for new parents.
Childcare is so overpriced that it costs more than my mortgage. It is sad that ISU keeps growing and hiring new faculty from all over the world, they come here and have no quality care for their children. Let down to say the least. New football stadium, no problem...while more quality and affordable childcare for the children is non-existent. A profs research and teaching duties are quite a task and very demanding. At least ISU should be helping g to make sure that the faculty have a spot for their children in childcare so they can focus on the job. Coming from my last university in a bigger city, the childcare here is 38% MORE EXPENSIVE
Childcare is too expensive for graduate assistants living on graduate assistantship only
Childcare on campus is very expensive compared to in home centers.
We have 11, 8, and 3 year olds, with another child due in May. My husband is a full-time P&S employee and I am a grad assistant. We will be looking for close to full-time care for our new baby in May and will very much be considering university child care if the cost were comparable to or lower than the in-home daycare we currently use.

Childcare options are essential for the ISU community. I have had two children that have gone through the infant programs at ISU but as a young person making \$30,000 and a husband in graduate school - it was hard to have good childcare. I tried sacrificing with an in-home childcare for my second but it was awful... Ultimately - we went into debt to provide our children with the safety of a program at ISU. Eventually we swapped for a less expensive option after the age of 2 (ACPC in town) but I could not concentrate on work while my daughter having less than satisfactory care. The Lab School was great but restrictive for families because of their schedule and they lacked some of the field trip options for older kids because of the observations done by ISU students.

UCCC at VetMed is a fantastic childcare center, but it is one of the most expensive options in Ames.

Current on campus centers are very expensive, I would have loved to bring my infant somewhere closer to work, and been able to go nurse him over my lunch hour, but we could not afford any of the options close to work. I know they base off of income, but one aspect they don't look at is that both my husband and I are paying off student loans (from attending ISU) so while it looks like we make decent money on paper, a large chunk of our income goes towards our own student debt.

Current on-campus child care costs are set up in a tiered system based on income. The prices are way too high to be affordable to anyone in any of those tiers without either student loans or help from parents or savings accounts to offset the cost. Mixed with cost of living in Ames the on-campus options were too expensive for us to even consider.

We had an opportunity to use an ISU facility--however, it was more per month than our mortgage and we felt, for an infant, that cost and level of care was very unnecessary. We found a small in-home daycare provider that has been excellent. With the ISU centers, our income level does not qualify us for any assistance and I understand that. However (and i know this is the way the world works) I don't like the idea of my \$1200+ per month going to support not only my child but others who are there on assistance. Unless the price comes down or something happens with our current child care, we will not be interested in any ISU based facilities. I have spoken with many ISU colleagues who are middle income and their sentiments on the cost are similar. It's tough for P&S middle income families who are just outside the financial qualifications to make that price point work--especially for multiple children.

Daycare has been a constant struggle for us. We live in Granger and my husband works at the airport and has traveled a lot. I looked in Ames but couldn't afford to work with the cost of the centers and couldn't find in home day care that was suitable.

Daycare in Ames is extremely expensive and, at least for my family, this is very difficult to manage. After daycare expenses, I take home very little pay.
Even with assistance childcare was a crushing cost. It caused me to take a half schedule cause it was nearly as expensive as housing for 3
Financial assistance with Child Care would be an amazing benefit. I assume most people who work at ISU do not qualify for any sort of need-based aid, but many entry level salaries - even those that require a master's degree - don't pay enough to support the highest quality of care in terms of child care.
For our family, the ISU provided services have been the most expensive out of all the other options in town. If ISU could provide care that is comparable to other options (ACPC, in-home), I'd definitely prefer for my children to be here on campus with me. I'd love to be able to have lunch with them and not drive to pick them up, and to know their curriculums are being monitored by education professionals.
Good ideas if I can afford child care here ISU
I am so glad to see this survey coming out and hopefully something will come of it before my kids are out of daycare. University childcare is some of the best around and I would love to have my daughter so close, but it is simply far too cost prohibitive, especially given the rate I pay each week currently.
I chose to work part time because, with 2 children in daycare, my paycheck would be gone just from that. I can work part time because my mother will watch my children for half days. It is difficult to find a backup when she is not available.
The cost of child care at Vet Med seems high and I'm not sure that the teachers get paid that much so I'm not sure where all of my money goes.
I have had a daughter at the VetMed facility and both at the Palmer building. We had to remove the oldest from VetMed because of cost. We removed the youngest from Palmer because the administration was completely inflexible and poor communicators. When you add that negative experience with the outlandish price tag, the ISU care options are not an option. We enrolled our youngest in ACPC and it was the best decision we made for her. I would recommend ACPC before every ISU facility/option.

<p>I heard wonderful things about your child care, but for me was impossible because when my husband was working the month payment was too expensive for us. Now, he is studying and we have less money, so ACPC was a better choice for us. They have a discount for students at ISU and that helps a bit.</p>
<p>I hope something takes off from this - as a working mother with soon-to-be 3 small children, any help from the University would be much appreciated. I love my job, but my children will always be my first priority. Knowing they are well cared for in a financially affordable place would give great peace of mind during work hours for ALL with small children.</p>
<p>I listed that I would likely not be interested in on-campus daycare, because I assumed that the cost would be too high (like it currently is). I feel like this may flaw your survey.</p>
<p>I like the idea of more in home, vetted options. Even as someone that makes a good salary, the options at the lab school were very expensive as were other care centers affiliated with campus.</p>
<p>The cost of infant care is so extremely expensive. Currently, we have two children in day care and the cost takes up all but \$1,200 of my husbands' take home paycheck and he works at ISU as a P&amp;S employee with a Master's Degree. And, this is with taking advantage of the dependent care spending account. When you consider new, inexperienced parents who have to deal with infant illnesses, nursing, etc, it makes it difficult for both parent's to work effectively out of the home when caring for infants because of the day care situation in Ames. My husband and I are both in supervisory positions who love working at ISU and earn decent salaries. I have no idea how families who earn less than us can afford child care in Ames.</p>
<p>The cost of child care at the University operated centers is too expensive. The cost of child care in the area is sky high even with in home day care providers. By my calculations if I were to enroll my two children at the Development Lab I would be paying 79% of my take home pay for child care as a P&amp;S employee and I cannot calculate it for UCC because of sliding scale that they use. The very highly rated center that I have my children in only charges 36% of my take home salary. A 2 1/2 year wait for a new employee to get their children into a childcare center is unacceptable and could mean the difference between an employee accepting a position at Iowa State or ISU missing out on a high quality employee. The same can be said about the pricing of ISU operated child care facilities.</p>
<p>I was hoping ISU students would get discounted prices for the fees of child care.</p>

The cost of child care at the Lab School and Vet Med are frightfully expensive! I would pay approximately \$2400 per month for childcare if my children attended either program. We have a live-in nanny who we pay \$1600 per month. I have thought about leaving ISU and staying home because the cost of childcare takes more than half of my net income each month. If my children were at the Lab School or Vet Med, it would take approximately 70% of my net income. My spouse is a professor on this campus, so although we can afford \$2400 per month, this seems way too high considering we have hired a highly qualified nanny for far less money. We also live about 25 miles from campus, so with the commute, I lose an additional hour per day with my children. I would feel much better about working if I knew my children were on campus where I could see them on my lunch break and drive home with them each day, but due to the extensive waiting list and high tuition costs, this is not feasible.

I would have preferred the lab school or Vet Med but they are both extremely expensive. It would be awesome to have some kind of employee discount or incentive.

I have looked into what ISU currently offers for childcare and it is just way too expensive for my family. I hope there are more on campus, high quality yet affordable options coming.

I would love to have my daughter on or near campus, however, the costs are just too expensive. We're paying almost \$100 less per week to have her in Huxley. However, it is very inconvenient when she is sick and we cannot get to her quickly. I also worry about an emergency type of situation where I am not able to get to her quickly. Also, if we were at an ISU daycare and should we be pregnant in the near future, our children wouldn't be able to be in the same daycare because the spots are full for infants. As a benefit for ISU employees, I definitely think there should be another facility to coordinate with the families needs. Also, I do not think it should be based off of income. Just because we're in the range of 80-90k doesn't mean we can afford \$300/week for a toddler. This is why we do not choose to go to daycare here.

The services the University offers now are way too expensive in my opinion. Last time I compared the costs of the ISU provided daycare to my current family (in provider's home) care, the costs were 3X of what we are currently paying. There is no way we could afford to use the ISU centers.

Finally, once my toddler is old enough, I'd like to send him to the CHild Dev Lab in Palmer, but the cost is TOO HIGH!

<p>ISU child care centers are great, but they are outrageously expensive and I have been on a waiting list for over two years now. I qualify for the lowest income level and it would cost me 2/3 of my monthly income leaving me about \$400/month to live on. No one could live on that. Especially with a child. There are no grants available to PhD students either, which makes no sense for a university that wants to produce good research. It is impossible to get in to the center and impossible to pay for. There is little to no support for students who have children. This has affected my class completion, work, and stress level greatly!</p>
<p>ISU child care services are just too expensive for our too kids right now. If the childcare was substantially subsidized as was the case with previous employers we would consider it.</p>
<p>ISU childcare locations were great we toured the Vet Med location and really enjoyed it. But there was very limited space even with being on the wait list for a year. If there was a spot that opened we would possibly try and take the spot, but the price for it is rather high. Also there is not a lot of help for students in terms of aid that's available. The income brackets for the cost of the service seems off, that they expect someone who doesn't make very much because of being a student and recent graduate to put almost half of the income, while being able to not go broke while trying to provide for a child, owning a car, rent, and student loan payments. It forces families to look for possibly worse childcare services, when it should be more accessible to students and focused on students and employees. Considering it's an University program I would think the public would be last on the list of entry into their services after students and then employees.</p>
<p>ISU Lab School should offer discounts for students. We had to turn down an infant spot there because it was too expensive.</p>
<p>It will be amazing if another child care center will be available at an affordable price. Thank you!</p>
<p>It would be great if we can get some kind of a discount on child care services.</p>
<p>Multiple sibling discounts should be considered when setting the fee schedule. I have four young children, and there is no way I can afford any of the care around campus for four children.</p>
<p>My biggest issue is finding child care that is both flexible and affordable. I understand why - centers and homes need to be adequately staffed, so it's not always feasible to provide flexible care. I work part-time and do not need full-time care for my kids. Part-time care is almost the same price as full-time. I found ISU to be very accommodating when I expressed the need to cut back work hours to be with my kids more. But the pay cut was so much bigger than my cut in daycare costs!</p>



<p>Not able to get my infant enrolled in VetMed (they did have a spot for my son). The cost is very, very high- almost a 1/4 of our take home salary. The center we are using now is \$8,000 a year less for the two kids than what we would be paying at VetMed (where my husband and I work). That is a lot!!! of money. At this point if an infant spot opens up, we will probably stay where we are as the kids are settled. But had VetMed worked out initially with openings we probably would have used them. We previously lived on the East Coast, and the costs here are almost comparable to the DC/Baltimore area- which is crazy. Especially since my salary here is ~ 1/2.</p>
<p>One of the biggest issues with childcare is that it is simply too expensive. The current childcare centers are also full and hard to get into. These centers should also offer a payment scale that is hourly or allow alternating days for people who do not need care 5 days a week.</p>
<p>Thank you for doing this study. We just had a baby last February and finding affordable, good quality care was next to impossible! Paying \$1275 a month for 3/4 time care at a center is ABSURD but we do understand that you need to reserve it for a full time slot (\$1275 for 1 child for full time is crazy too. I can only imagine what families with more than one infant do!)</p>
<p>Thank you for investigating this issue. As a new parent, I was saddened by the aid provided by the university for child care. It is outrageously expensive for someone with my salary and extremely difficult to get into. I have felt a good deal of strain in my job due to these issues but decided to do child care myself at home due to the expense.</p>
<p>The availability of quality, AFFORDABLE child care in Ames--especially for infants--is prohibitive. Many families have two highly credentialed wage earners who cannot afford to miss time at work without undermining career advancement.</p>
<p>The Daycare at Vet. Med. is really about perfect. However, the cost of care before we received State Daycare Assistance hurt us financially a great deal and there is a constant worry over what we would do if that aide was not available. Also, since the State assistance only covers while I am in class Vet. Med. has had to write off a large portion of the cost of tuition and anytime there is a break in classes (i.e. winter break) we are responsible for the tuition, which puts a large strain on our already poor financial situation.</p>
<p>Affordable care that is quality is a huge problem. There were years where nearly my entire paycheck went to paying for child care. I only continued to work so that I could have benefits and not lose time out of career for the sake of future promotions and opportunities.</p>

<p>The only thing I do not like about UCC is the cost of attendance. I just got my kids in there at the beginning of this month, I am eligible for assistance and scholarships and also receive CCA through the state of Iowa. Even with that I fear that it will cost too much and may need to switch them back to another center that is further away simply due to the additional cost.</p>
<p>The three ISU based child care centers are also the most expensive places in Ames to have unsubsidized child care, as I understand that unsubsidized attendees are subsidizing the student and other subsidized attendees.</p>
<p>The sliding pay scale is prohibitive. Even though we make decent money I'm a young faculty member with extensive student loans. The cost of childcare for us at ISU for our two kids would have been about 2400/month. That is just way out of line in my opinion. We loved the programming and the staff seemed wonderful as well but it was just too pricey.</p>
<p>The university child care centers are much too expensive for the average family (that doesn't make enough to justify the high cost, but makes too much to be on any type of income-based payment). It would be very convenient to have my kids on or closer to campus, but the cost and long wait list makes it highly unattainable.</p>
<p>The sliding scale that is used to determine the cost of ISU childcare is still much too prohibitive for my spouse and I (both ISU employees) to afford university childcare. Currently we have an excellent in-home daycare that charges \$35/child/day. The only reason we would seek to change childcare is if this daycare became unavailable and if ISU daycare significantly reduced their rates (as the location of ISU daycare is much closer than our current daycare provider's location).</p>
<p>There are very few centers that accept infants. The ones on campus do accept infants but are very expensive. I toured the Vet Med facility and was very pleased except for the price. The UCC facility was not very nice and I would not leave my child there and it was too expensive, especially for the quality.</p>
<p>We were using the Vet-med center and stayed only a couple months. The expensive rates of the centers are a burden to young families. At those rates, it is tempting for women to just stay home. This is especially true for families with multiples. Measuring income based on adjusted gross income (AGI) is not a true measurement of a family's financial stability.</p>
<p>Also, the child care on campus is extremely, prohibitively expensive for those of us with higher incomes. Yes, my income is very high, but so is my student loan and mortgage/home equity debt.</p>

We looked at all of the ISU child care options and they were all way too expensive. Even compared to other centers in town with similar services offered the cost of the ISU centers were well above the others in Ames.

We paid over \$60,000 over 5 years to attend the Lab School. This was over 25% of our family income each year. The price was outrageous. And no discounts were given to ISU faculty. The care also decreased over time. If we were to have another child, my husband would most likely quit his job and stay home or at least go to part-time status.

### Availability of Care/Waitlist

Childcare in Ames and the Story County area is extremely competitive with very few openings (8 infants/room, 12 toddlers/room, etc.) We were lucky enough to be offered an opening with a center prior to the birth of our child due to my affiliation with a federal agency. However, we remain on wait lists for almost 2 years now for other centers. I would be grateful for increased childcare options offered through a quality center with trained staff and flexible hours.

We need more infant care as well as child care in Ames.

There is a very high need for infant and toddler care for new faculty joining ISU. Centers have over a year wait list for care that is par in comparison to what parents pay.

The UCC and Lab School seem like great programs, but for new employees moving to ISU with children, it is nearly impossible to enroll a new child into their programs in a timely manner. I understand the need for a waitlist, but unless you get on it at the time of conception as a current ISU employee, it's a lost cause. For new/relocated employees joining ISU, this is very discouraging. We were very lucky to find an opening a community center when we needed it based on the experiences related by my coworkers.

University Childcare facilities Waiting lists are longer than a year!!!

The former child care referral service that existed on campus was very helpful and is now gone. The child care facilities always had a very long waiting list. Even when we wanted our children on campus for care, it was never an option.

It is EXTREMELY difficult to find infant care slots in Ames. We need more infant care centers.

ISU lab school has 4 slots for infants and 4 for 1 to 2 year olds and if a parent misses a chance to get the child in in infancy, they have to wait for another chance when the child turns 2. However lab for 2 year olds has only 12 slots as well. Lab school, the best in town operates under a lottery system. There are two more University affiliated child care centers and that's it. For ISU being a major employer, with many families with children employed this is a very small capacity.

<p>We are fortunate to be at the Lab School, but struggled to find child care until our name was pulled in the lottery. This was very stressful since we were moving to the area, and were on 5 wait lists before we were selected for the Lab School. I do not know what I would have done otherwise since we were new to the area and didn't have friends or family to provide us with help.</p>
<p>The people at the University Child Care Center at Vet Med are wonderful to work with, and the small facility is great for the children. The small facility also makes the waiting list to get into the center incredibly long.</p>
<p>The wait-list protocol for University child care centers in Ames is problematic. Allowing families onto the waiting list before they are even expecting a child?? Not helpful to those who ARE expecting. THREE deferrals per family allowed before they move back to the bottom of the waiting list?! Not helpful to professional families with immediate child care needs and no nearby relatives.</p>
<p>The current ISU supported services appear to be EXCELLENT - but my child has been on the waiting list since I was 3 months pregnant and has still not been enrolled (15 months later). More options that would provide more openings would be extremely helpful.</p>
<p>There is ridiculous under supply of slots for infants in Ames. My 7 months old is at home with a relative because placing him into day care at 3 months old was too early, but when he is 6 months old, there are no slots! Community child care on Stang is filled too. ACPC has no slots for infants. To enroll a child into another daycare also creates a logistics nightmare in the morning, having to drop two kids in different daycare centers and still make it to the office by 8:30. This is especially hard for families, where one spouse is absent many days of the year due to business travels or work outside of Ames.</p>
<p>Our 7-month old is on the waiting list for the Vet Med daycare center, and has been on the waiting list since we were three months pregnant. We are shocked at how long the wait is, and in the meantime have hired a nanny to work in our home.</p>
<p>Childcare is an issue as we are wanting to have a second child. Our other child is in the lab school, which we like, but there are so few spots for babies that it seems highly unlikely that they could get in. That makes life even more difficult as children would be different locations. I hope a potential solution could guarantee spots for ISU employees/faculty so that women, those who are more often burdened with childcare, can be equally represented in faculty/senior level positions, regardless of if they have a family.</p>

Even starting 8 months before we needed care, my wife and I had a hard time finding child care in Ames. The main reason was that we didn't know we were eligible to use the ISU-centers. Eagle's Loft gives preferred slots to USDA employees, and we didn't make it off their waiting list before my wife started work again. That left Play and Learn for infant care, which doesn't have a good reputation. We also struggled to find good in-home day care options.

If you have really young children there are no vacancies available at a quality place, leaves parents having to work less or make other arrangements with spouses or family. If both parents work at ISU and no space is available at a quality care center then this is really stressful and unproductive.

When my children where younger and needed full time child care the options in Ames are much worse. ISU's offering (vet-med & university child care) are to expensive and, like most commercial child care, a long waiting list. I was lucky enough to find a private in home daycare across town that added quite a burden to my morning commute to work.

When I was first looking for child care in Ames I had a very difficult time. I was new to town with an infant and was nervous about leaving her with an in-home provider so I concentrated my search on child care centers. I was lucky that I was able to get her into Bright Horizons at Vet Med. It's a wonderful facility with wonderful teachers. The cost became too much when my husband returned to school. We had been on the waiting list at UCC for over two years but with my husband's student status we were able to get her in. That facility is well run but we didn't care for it as much as Bright Horizons. We left within a year for an in-home provider that we knew and our daughter has been there ever since. Child care in Ames is difficult to find especially for new residents. If most are like me they are not trusting of in-home providers that they do not know. In my opinion we need more child care centers that offer flexible arrangements like part-time care, summer care, and holiday/break care. Thank you for finally addressing this important issue.

The wait lists for childcare centers in Ames are absurd. It took us two and a half years to get our child into UCC, and we used unreliable and probably unsafe in-home childcare providers for way longer than we should have because we had no other options.

Used and loved the Lab School until our older child hit school-age. Was too difficult to have kids at two different places, so we were fortunate to find spots for both kids at one place - one for after-school care and one for full-day care. It is hard to find a place for a single child. It is maybe four times harder to find a single place for multiple children, but the stress level of having kids in two different places is very high.

<p>I am very happy with our current daycare provider, but we did try to get into ISU's centers because of the great reputation they have. It just wasn't possible because the wait lists were too long.</p>
<p>I would have loved to have our daughter in the Child Development Laboratory School but the unpredictability of the application process was not appealing at all. My impression of the other University childcare facilities was that priority was given to lower income groups, so we did not apply although the center on Stange would have been very convenient for location.</p>
<p>I feel that it is important to note that 'A new child care center on or near ISU campus or your Research Park worksite' would be nice only if there were reserved spaces for employees. Having child care facilities on campus aren't really an incentive or perk for employees to work here when there aren't spaces available. I put my name on a waiting list for all ISU daycare facilities 2 months before I got offered a position, and it has now been 3 months of working here, and no openings. Luckily I found a family member for the interim (not permanent), but have been told there 'may' be an availability in February 2015. That is 7 months on a waiting list. Not only have I been on a waiting list, but I have no clue where I am at on the list as there are no updates given. I have called several times, but still no openings.</p>
<p>I have an older toddler (26 month) and am expecting an infant due in January. My toddler goes to UCC and my new born baby is on the waiting list. If they go to the same care center, that will be great but no one guarantees this opportunity. If I cannot find any care center, then I will find baby sitters, which is very expensive.</p>
<p>I have been waiting for an opening in one of the campus childcares so I do not have to travel. I have subsidy so that has also delayed it.</p>
<p>I really wanted to try and get my child into the lab school and put my name in when we moved here...it was about 18 months later when I got a call about an opening. Thankfully we had another arrangement, but if that was the deciding factor for taking my job, I don't know what we would have done.</p>
<p>I responded to this survey because of the current age of my children. However, in Ames the most difficult care to find is for infants below the age of 2. I signed up to be on the UCC list (was 83rd on the list!) when I was 3 months pregnant and NEVER got a spot until my son was 18 months. We had to make other arrangements. It is next to impossible to find quality, safe and affordable care for infants in Ames. If you devote resources to child care, please don't only focus on the 2+ age range. Infant care is desperately needed.</p>

<p>I think that one of the biggest problems with child care in Ames is the lack of high quality child care providers regardless of price. I was on the waiting list at University Child Care for 2 1/2 YEARS before I received a call that there was a position available. By that time we had had another child and gone to one in home child care center who closed down so she could take a teaching position in the local school system, placed ourselves on a waiting list at a center that we were on the waiting list for almost 2 YEARS before we got into and in the meantime had found another in home child care center after interviewing 15-20 in home providers. My spouse had to be unemployed for 6 months until we found what we felt to be a suitable child care provider in the area, which consists of a safe house, someone we felt was going to provide a good educational aspect and wasn't just a babysitter, and hours that would allow us to have employment.</p>
<p>I wanted to use the ISU facilities when I first started attending classes but I was told about their long waiting list, so I didn't bother applying.</p>
<p>I was on the waiting list for at ISU VetMed for my son from the time I was 3 months pregnant until he was 9 months old. At University Child Care I got on the list for him the day I found out I was pregnant and when he was 3 years I had still never got a call until my husband went back to school and we changed our status to student. I'm not sure if there was a mix-up at UCC or what for my wait as my co-worker was on the list 6 months. We were only able to get our daughter into VetMed because of my son's status. It is extremely, extremely hard to find infant care in Ames, especially if you are looking for a day care center rather than an in-home center.</p>
<p>I would absolutely love to have my two children hear on campus!! In fact, I have met with the Lab School in Palmer numerous times and the waiting list is way too long. Plus, the lottery system they use for offering available slots makes it more difficult to get in.</p>
<p>Infant care seems very hard to come by in Ames. I was told an 18-24month waiting at VetMed, and others seemed similar, so we opted to find a nanny. It's very expensive and we can afford fewer hours than we'd like; this impacts my job negatively.</p>
<p>ISU should be active in providing more childcare options, especially for infant-toddler ages. This was a challenge for us in the past with limited quality options and long waiting lists.</p>
<p>It is very difficult to find infant care.</p>



<p>It is very difficult to get before/after school care in Ames. I was unable to move my daughter here with me due to lack of availability. I sought care in late spring for the upcoming school year and was unable to get an after school spot anywhere. I've also heard infant/preschool care is difficult to find, but that does not affect me directly. It would be more of a concern when trying to hire a prospective employee with young children and needing to meet their childcare needs.</p>
<p>My husband and I are both assistant professors at ISU and had an extremely hard time finding child care when we came here. We currently pay \$25,000 a year for a nanny because we could not get our daughter into any of the campus daycare centers.</p>
<p>Our older child was at an ISU Center and we were happy with it when he was an infant and toddler. The quality was not as good starting at age 3 and we moved him to ACPC, which has better care at a lower cost for preschool. With our younger child, there were no spaces available for infant care at any ISU center. We have him in a small center off-campus that is working out well, but it is only by chance that a slot opened just as we needed it and friends were able to give us a recommendation. If this had not happened, we did not have a Plan B and were feeling very concerned about this for the first 6 months of his life.</p>
<p>Need more vacancies. Too few spots. Also, tuition is too high, even enrolled.</p>
<p>The biggest difficulty is finding available openings. Second, to find a high quality program, it is very expensive (nearly college tuition levels for young children).</p>
<p>It is also difficult to work with university day care due to the inability to get all of my children in. I have had the option to get my older children into the daycare, but not my youngest child. Logistically it just doesn't work for me to have to send my children to different places.</p>
<p>The Lab School where we currently have our daughter is incredibly good! We are very concerned that we would probably not get a second child (when/if we have one) into this great facility because of the demand so any additional resources provided by ISU would be wonderful.</p>
<p>The main reason we had trouble finding daycare for our child is that there are very few options in Ames. We prefer a daycare center because there is more than one adult supervising the children and there are only a few centers in town, and not all of them are trustworthy. The ones that are, have long waiting lists of up to 2 years. It's particularly hard to find daycare for infants and young toddlers because class size is so small.</p>

<p>There are many that need good childcare options, especially for 0-18 months. I wish that ISU had better options when my children were younger. ISU's options were way too expensive and the waiting list was very long.</p>
<p>There is a severe shortage of available spots in ISU daycares. My wife and I are ISU faculty and have been on waiting lists for all three daycares (The HDFS lab school, Stange Rd, and Vet Med) for the past 15 months. We have not received word of an opening in any of the day cares.</p>
<p>Tried to get into ISU daycare and daycare nearby. Ended up hiring part-time work just for the winter (our care provider is an independent farmer and must go back to the field in April!). Still unsure about what will happen then.</p>
<p>My wife is taking care of the baby until we are able to get into a reliable proper day care. As there are no available day cares around it becomes really tough for my wife to manage the kid and still look for job opportunities around. Thus an ISU research park day care would help people like me.</p>
<p>We need more childcare on or near campus!</p>
<p>When we were looking for daycare for our first child none of the ISU daycare centers had openings for children of faculty and the waiting list for each was between 12 and 24 months.</p>
<p>While I did not have trouble finding daycare for my infant twins, I think it is because of my timing. The center that was our first choice had openings in the infant room when they would need to start. I was on the wait list for University Village daycare but the twins were 8 months when I got a call that there was space. The lab school was not an option because my twins would not be the right age for the cohort. I would encourage ISU to not put faculty above P&amp;S in terms of priority for spaces.</p>

Location of Care/Schedule
<p>A system with flexible hours would be helpful as my spouse returns to the work world, at first on a part-time basis and then full-time.</p>
<p>Our family lives in Huxley, because my spouse works in Des Moines. We want care in the school district they will be attending. We pay for full time child care when my spouse only works 3 days a week , different days each week, because for part time care the centers want each week to be the same and that is not possible in her position. Though we can now afford our current child care, this was not the case when we were in graduate school.</p>
<p>The Lab school's current closing time at 5:30pm and also the closing of the school during some breaks would be difficult to manage for us as faculty.</p>
<p>The biggest problems with university day care (other than the cost) are that there are not enough possibilities for children to attend on specific days. Mon Wed Fri, or Tue Thurs are offered in addition to full time, but nothing that is tailored to an individual's needs.</p>
<p>I never had a need in Ames for care for younger children, but I would focus efforts on this group. Before children are in school, it is convenient if that day care is provided at the work location and thus reducing travel time.</p>
<p>We really wanted our child to go to center style child care. However my wife is a ministry so her 'weekend' is Thursday and Friday and so our children would be part time even though we both work full time and none of the centers will accept part time children.</p>
<p>For our preschooler who goes to school 3 half days a week, it is vital that our child care provided picks them up at the pre-school.</p>
<p>We have been fortunate because my husband has been mostly home the past two years, but he is just starting a new job so I can see that it could become an issue next semester with getting the kids to after-school care. However we don't live in Ames so anything close to campus is not really useful for us.</p>
<p>I had a hard time finding in home daycare that accommodates parents that work late. I don't pick up my 4 year old until 6 because I have class until 5.</p>

As a student, it would be amazing to have a safe place on campus that I could check my child into while I go to class or study at the Library. It would only need to be a couple hours at a time.
Too bad the idea of flexible schedules for parents wasn't addressed by this survey. This is virtually impossible for merit staff at this workplace.
Vet Med care is great but too far for my child.
We've had a variety of configurations through the years. UCC has been wonderful for us in terms of care and continuity; however, closing at 5:30PM (out of the center, not just arriving there) has become more and more challenging as traffic has increased on Stange. Leaving right at 5PM from work is difficult and not viewed as professional, but it is required by the childcare hours of operation. With school starting at 8:15, it would be fantastic if work hours were slightly flexible and childcare could extend to 6PM. As it stands, working families need childcare before (only 30 minutes) and after school. Our kids will soon be ineligible for care so we are having to get creative. I wish there were some more structured options for kids after 5th grade, but I understand that's not common practice.
At this time, I don't think I would switch my daycare provider unless she decides to retire. But I would consider utilizing an available service on days my daycare provider is closed (on average approximately 5-10 days a year)
Having a child care at the ISU research park would absolutely meet our needs as it would help us to reduce the amount of commuting we do every day between drop and pick the kids from child care, work and home. As the kids would be closer, it will really help us to attend them quickly upon any emergency.
Having childcare available on campus or associated with campus would be amazing, as long as it worked with my husband and I having work schedules that extend beyond 5 pm. Most daycare centers close around 5 or 5:30, and we both work past 6:30 on many evenings. The convenience factor would help immensely, as would cost!
I commute from Des Moines each day so I prefer the kids are closer to home and where my husband works. No need to take them on the road with me.

<p>I commute from the Des Moines area, with one child already in the school district (4th grade). I'm not eager to have the other child commute with me, as the child is 3. The seasonal childcare for my school age child does interest me quite a bit, as does the summer camp/school avenue. It is very unlikely that we would move to the Ames area, due to the aforementioned child enrolled in school already, as well as my spouse's job is in the Des Moines area. Lastly, along those lines, there is immediate family that lives close to us in the Des Moines area, so there is incentive to stay where we are.</p>
<p>I live 38 miles from work. I like to keep my kids at a child care center closer to my home that way my husband can also drop off/pick up the kids in case I should need to work late.</p>
<p>I would most likely not enter my toddler (age 2) in an ISU sponsored program as he will be ready for preschool soon and it will be easier to move him to a center closer to home in Ankeny. However if we were to have another baby, it is highly likely that I would enroll that child in a center closer to work (ISU) for at least a couple of years.</p>
<p>I live in Ankeny and my wife works there, so having a service here in Ames would be inconvenient at best. If they could provide something for those that commute from the metro area, that would be of interest to me.</p>
<p>I live NW of DSM. I need to have child care near my home and the child's school. My youngest is now 10. However, I have a 13 yr old child with a medical condition that has taken many hours/days away from work through FMLA. I do not feel supported to allow to work from home, when it would be possible and workable. I could work 2 hours from home take a child to a Dr. appt in DSM and work another 3 hours from home. Still work 5 hours and still get child to part of a day of school. Now, I have to take the entire day off work. Too long of a commute to come in for the split day. Children with medical issues, no matter the age, also fall into making it difficult to attend work.</p>
<p>I would really like to see more part-time programs that are cheaper than full-time available.</p>
<p>If a new child care center at the Research Park offered a flexible schedule weekly, I would leave Vet Med. Vet Med only offers full time day care, with no vacation days. We pay \$300 per week even if we don't use their services. I would love to have my son in daycare 3 or 4 days per week. They also don't provide diapers and wipes.</p>
<p>Many ISU employees/students (like me) do not live in Ames so portability of child care financing is most useful to those people. I would never consider any child care option physically located in Ames because my residence and my children's schools are in the DSM metro area.</p>

My answers may not be that relevant as my ISU office and home are in DSM.

My only issue with University Community Childcare is that it closes at 5:30, which is hard to get to from a meeting that ends at 5 due to traffic etc. Also there are too few parking spaces for pick-up and drop-off times. It's an excellent care facility and ISU needs more of them like it. My son was also at the Vet Med center for several years, but he had to change childcare centers because Vet Med does not bus to his elementary school. Vet Med was also very expensive, so I'd highly recommend more not-for-profit centers like UCC.

One challenge we have is that I work more than 20 hours a week but less than 30 so typical day care pricing doesn't really fit our needs. I don't want to pay for full-time care (40 hours) because I am choosing to work fewer hours (24 hours) to be home with my kids but I do need child care for the hours I work.

There are also problems with some professors not accommodating evening exam childcare. When we sign up for courses, that is the schedule that we depend on making work with school, family, and work. When professors schedule evening exams, typically for required courses, they assume discretionary decision making whether or not they will accommodate childcare issues. There needs to be a university wide policy that requires professors to accommodate childcare issues: either provide quality professional childcare during evening exams or allow for scheduling separate exam time/place during regular childcare hours.

We live in Ankeny, my wife works in Ankeny -- some of these questions are difficult to answer because of that. If she worked in Ames... things would be different and we would open to discuss any/all available options.

<b>School Age Care/Summer Camp</b>
A child care for snow days, parent teacher conference and other school closures and summer care for school age children will be great.
Now that my kids are older (12 and 14), I really value the 'camps' offered by ISU (Design and Engineering for example) where my kids can learn about interests/majors/careers during their days off of school. I know from experience that these camps are difficult to develop and deliver and I am very thankful for these and the faculty/staff that make them available.
We moved to Ames just before our daughter started kindergarten. It was a horrible experience trying to find child care. There were wait lists everywhere. She started at University Village, which was fine but when she started school she had to be bused and I wasn't comfortable with my 5 year old on a bus. It took 18 months to get into ACPC at my daughters elementary school.
A major difficulty in this town is finding kid programs for after school care that work for my schedule. Leaving work at 5pm is unrealistic for me, yet I have to pick kids up by 5:15, in two different sites around town. I don't have family in town and my husband works outside of Ames, thus it is my responsibility alone to get the kids home and fed. Unfortunately, my best productivity has always been in the late afternoon-early evening, which I haven't capitalized on for over a decade now.
Would like to see reasonably priced summer care and holiday break care for school aged children.
A ranking to show our kids would be ready for Kindergarten would be a big asset to me. My current center says they meet the minimum standards, but most go to an outside preschool and then we need to find transportation to get our children to and from preschool while we are at work. Not ideal for us or our jobs.
A summer program at the research park would provide so many great opportunities for our young school aged child. More than what he currently receives at the small in-home day care he typically provides in the summer that has no structure.
A summer program for school-aged children would be FANTASTIC!!
There are very limited after school programs in the entire community.

<p>It would also be good to have an after-school and vacation/school-days-off care program on campus, with busing from the area elementaries in the case of after-school care. The Comfort Zone should also be promoted more - a lot of people with kids don't know about it. If more people used it, its services might be able to expand.</p>
<p>Some sort of transportation for after-school care would be needed as well from Gilbert Schools.</p>
<p>ACPC (<a href="http://www.acpc-childcare.org/">http://www.acpc-childcare.org/</a>) does a tremendous job with care for school-age children. For school-age children, location is key as I don't want to have to leave work to move a child from school to after school care. If anything, I think the university should look into partnering with ACPC to make sure this program stays strong.</p>
<p>As my oldest is starting to get to school age, having care available during breaks and summer would be a fantastic way to keep her engaged in learning and socializing.</p>
<p>As we are not from Ames, the likelihood of using services would be small unless it is for emergency/sick care. Now, I generally leave them at home to come teach, but I would prefer to leave them at a care facility on those days.</p>
<p>Back-up care and holiday/summer care for school-aged children would be great! My son will start kindergarten next year and will need to find care for him during the summer/breaks.</p>
<p>My oldest not longer uses daycare but my youngest goes to an after school program which works well. However, we do not have any summer care and every year I struggle to find something acceptable for her which is a challenge. Most programs are not for the whole summer, are only for a few hours so transportation is an issue because I would have to run from work and then return again (e.g. ISU Fitness program). Each year I juggle finding enough camps and activities to make sure she has enough to do - it is like having a third job!</p>
<p>For older kids there are some opportunities forgetting a quality place. The cost of a quality place is elevated especially if you have more than one child (no discounts for siblings).</p>
<p>For school age children I find before/after school care at the school is perfect. I really like that offering from ACPC. During vacation, especially summer vacation child care is lacking.</p>



<p>For school aged children, it would be nice to have a 'The Comfort Zone' with hours that better matched my work schedule. I love the 'The Comfort Zone' has been an absolute life saver - not to mention saved my job a few years back when my son had an ongoing virus he could not shake.</p>
<p>An new after school option would be wonderful. It seems there are not many options, especially since elementary is dismissed at 2pm every Wednesday. A summer program would also be nice, but one that would be flexible with other week long camps that kids sign up for. It is frustrating to be paying two places when your child is only at one.</p>
<p>Another option for after school and summer for school-age children would be welcome.</p>
<p>I completed this survey because I recognize there is a need for childcare. Things were a LOT more difficult when my children. When my 12 year old is available, we can turn to her to look after the younger ones. When this was not the case, we experienced difficulty finding affordable after-school care for our children. We have honestly experienced better luck in Ankeny than in Ames. We are uncertain whether or not we will relocated to Ames again.</p>
<p>While we greatly enjoyed and benefited from the ISU Lab School (this is a wonderful high quality program), when our daughter began Kindergarten we had to hire an in-home babysitter because she is currently on waiting lists for every after-school program in Ames. We have been on these lists for over a year, and there have been no openings. There is a great need for care options, on campus, to be available to school-age children (and transportation provided from the schools to such programming). Thank you!</p>
<p>Things to consider for summer care: weekly field trips for the children to a local pool/ playground For older children (10-12) day care can be very boring. Perhaps offering sports activities or camps may help. This is a bit forward thinking but this may help win parents over in using the center at the research park.</p>
<p>I am very interested in summer programs, I think the kids will enjoy that :)</p>
<p>As the kids grow older there is a need to find educational camps for summer when kids are out of school, extended care for after school hours. Even while the kids are still in child care, holidays are difficult because the child care is closed, sometimes for week at a time.</p>
<p>I also wish there were more options for older children for before and after school.</p>

<p>I would REALLY love to see some sort of afterschool, summer, holiday program for school aged kids. Once my oldest starts kindergarten there will no longer be an opening at our current daycare. I am not sure how my husband and I will balance her care in the afternoons/holidays/summer. Having someplace for her to go on campus afterschool would be a blessing.</p>
<p>If quality, reasonably priced care were available during holiday breaks and summer breaks from school near my office, my husband and I will definitely consider utilizing the service. After school care would also be in high consideration. I greatly appreciate the research park making this effort to survey our offices to determine everyone's needs. Thank you!</p>
<p>Live in Ankeny, go to Ankeny schools: would not bring kids to Ames for normal day (before/after school) care. Summer/camps may be a possibility.</p>
<p>My son attended the Child Development school for several years. The program and the teachers are excellent but we were lucky to get in. Most children cannot find an opening especially at young age. My son is now in kindergarten and now the problem is that after school programs get full quickly and we cannot find a spot for him. After school and summer programs are desperately needed as well as day care systems.</p>
<p>My son's dad works at home so he's the 'childcare provider' of choice. His health isn't the best so we'd definitely be searching/in a bind if something were to happen. Also, our school offers child care on site but once he's too old for that - again, we may end up looking. He doesn't use it now but has in the past, and I'm not sure how old they can be to still access it. He's 9, and he doesn't like being home alone now, so we're not sure what his comfort level would be later on. Plus, he'd just be home way too long for OUR comfort level if he were on his own from when school let out until I would be able to be home from work. There are a ton of other factors impacting this too.</p>
<p>What does a 12-13 year old do all day in the summer when both parents work--finding something suitable for them is impossible in Ames unless you want them to sit home playing video games all day which we do not.</p>
<p>Summer care for school age kids would be great!</p>
<p>Summer child care/activities (both part-time and full-time options) for school age children are lacking in the Ames community. The few we found were just as expensive as infant care which is silly. And only one offered part-time rates.</p>

Summer enrichment programs for upper elementary, lower middle school children would be helpful. Many summer programs do not last a full 8 (or 8 1/2) hour day - instead they are 5-6 hours which makes it next to impossible for commuting parents to allow their children to participate.

The better after school options in Ames seem to be, ironically, focused toward families with a stay-at-home parent. Lots of great options, but if both adults in the household work, it's often times hard to take part because of work schedules. ACPC is always full and the Boys & Girls Club is very unstructured. Quality after school options that pick up at each school are tough to get into.

The biggest challenge for school age kids is finding a program you can get your kids to. We are currently at Eagles' Loft 3 days a week and do in home care (college student at our house) 2 days a week. You can't get the school bus system to take the kids anywhere so the programs have to provide transportation. The school based program is fairly small and does not have openings every year. With all the working parents in the community, you'd think those programs would expand.

There is also a lot of difficulty when it comes to finding care for our school age children. I build my schedule around their school hours, but during the summer I have no one to care for them to take classes. I want to continue as full-time this summer, but if we cannot find safe, educational, AND affordable care I will not be able to take any.

### **Emergency Back Up/Drop In/Sick Care**

Convenient emergency backup care would be amazing to have, as would occasional weekend care.

Emergency back-up care would be very useful. My mother cares for my son. Last year, my mother was summoned for Jury duty and the trial lasted three weeks. My wife and I were only able to find another friend to watch our son for one of those days. The rest we had to take as PTO or flex time split between our two jobs.

An emergency care drop-off would be great. My experience is that nearly everything falls through when my child is sick and I just end up taking care of her myself if my wife happens to be working that day. We tried signing up for the ISU-care in UV village a few years back, but it seemed like the timing was such that it only worked out about once, and wasn't all that convenient. Also, some type of drop-off, by-the-day type of care would be nice if feasible during the summer. There are a couple of weeks each year (before and after summer break) that we can't seem to find care due to the daycare center she goes to being unavailable.

As we are not from Ames, the likelihood of using services would be small unless it is for emergency/sick care. Now, I generally leave them at home to come teach, but I would prefer to leave them at a care facility on those days.

We do not need full time day care. What we would be very interested in would be part-time or drop-in care to allow my wife to teach a class, or take a class, or even run a few errands without the toddler tagging along. This would perhaps be a couple times a week for an hour or two each time.

Having ad-hoc services would be great. If have to spend time on campus for meetings or project having a day care option versus the traditional all day every day type of care.

I would like the option of being able to bring my children if there is a conflict with my current provider or change in my schedule. (temporary care)

I would consider using a child care facility in the research park when my regular daycare provider is closed (goes on vacation, is sick, etc.). Right now we have no backup so we usually just end up taking a vacation day to watch the kids when daycare is closed or we have to ask family to help out.

<p>I live in Ankeny, IA and commute to the ISU Research Park for work each day. Because of this, I'd likely not utilize a daily day care (unless the price was much lower than what I currently pay/week), but I believe it would be fantastic as back up child care or for sick child care.</p>
<p>I manage the office for our company, and in my opinion the summer care programs and the sick child programs would have by far the largest impact on our office and our ability to continue with normal work operations. I often have employees (including myself) that have to adjust schedules or miss work due to sick children during the school year. During the summer I have employees that end up having to shorten their hours due to limited hours of summer camps. If offered, I estimate that those two programs would give our company a 10-15% boost in number of hours employees are able to work.</p>
<p>I would love a place that I can take my 2 kids when my current provider is busy. Thanks.</p>
<p>If you are going to use a back-up care system or emergency/ill care system for young children keep in mind parents are less likely to take their child to an unknown provider. It would have to be a system that is connected to their current care system so there is some familiarity for the child and parent. If a new center is created with a 'sick' room or something I would be more willing to take an ill child to that type of set up than taking them to a completely different location when they are ill. In my case I do not use back-up care because of this issue. I try to stay home with them or split the day with my spouse to stay home with them.</p>
<p>My family's circumstances are fairly unique given that my spouse and I are faculty members who have the ability to set our schedules around our children's school schedule. Where we run into trouble, and need assistance, is when our kids get sick or when school is out of session, and often we have no choice but to drag them along to meetings and even classes.</p>
<p>The Comfort Zone Sick Childcare is one of the most useful services I have ever utilized during my time at ISU. The people there are so nice and attentive.</p>
<p>The most beneficial concept would be having an emergency provider as a back-up option. This is the most stressful thing about having an in-home care provider, when they are closed for a whole week for vacation or are sick and cannot take your child. With no immediate family around, this is very hard and my spouse or I have to take a vacation day of work or have to find someone else to deal with this.</p>
<p>As an employee, I would like to see less expensive programs for sick children (as an alternative to other child care, or school) and summer programs.</p>

## Productivity/Recruitment/Work Life Balance

For both spouses to work there is no other way than sending the child to daycare. If ISU wants to attract and retain talented, successful, and employees that have a good work life balance, there needs to be investment in constructing and operating more child care facilities like the Lab School, Vet Med, and UVCC. It is highly disappointing and discouraging to see that nothing has been done in this direction yet.

Iowa State University is growing leaps and bounds when it comes to student enrollment and faculty hire. Given the growth, it is imperative that more work need to be done in the area of child care. We have been on the UVCC, Vet Med child care waiting list for almost 11 months and nothing has materialized yet. Our baby is almost 5 months and we are finding it extremely hard to manage without a child care facility for our child. I appreciate the effort Human Resources department is putting in this survey and truly hope something fruitful and positive comes out of this survey.

Great child care enhances employee performance, children's growth and supports families.

While I personally am unlikely to use services since my kids are older, I think having this is an excellent recruitment tool for faculty, staff and students. It is important that slots are available; that scholarships for grad students are accessible; and that no woman (or man) ever has to choose between her family and her career. I am delighted that ISU is understanding of the importance of this asset and resource for maintaining the work life balance.

We used the Bright Horizons center at Vet Med when my children were younger - it was essential for me to be able to remain in my job. Without care of that quality, I would have been compelled to quit my job. There were not enough spaces in the facility and/or the cost was too high for many of my acquaintances and I believe this severely impacts people's (particularly women's) ability to be effective in their work. Additionally, I have a boss and office that is very flexible so that as I have demands from home (school, child's illness, sports, etc.) I can accommodate those. This is also essential for me to remain in my job.

I am glad that attention is being paid to this important issue. In order to do my best work, I need to be confident that my child is in a safe and nurturing environment, preferably not too far away.

Offering easy-to-access daycare for 'employees only' will eliminate a major distraction for working parents, and will result in building great workforces that are focused, productive, and committed to their organizations for the long haul.

<p>I may not need the facility at this time as we only have one that is under 12 and have worked out other arrangements. However, when my kids were younger, had I worked here, I would have wanted this opportunity to enroll my kids in the ISU program. Would have made work life issues much easier to manage!!</p>
<p>It would be nice if Iowa State provided LOW-COST child care to its employees as a benefit - that would help attract and retain high-quality employees who care about work-life balance.</p>
<p>I am thankful this survey is being done as, kind of like housing, childcare is another situation that can hinder recruitment efforts.</p>
<p>Stress level on days one or the other child is home sick is also high. That stress level negatively impacts my work; it's like a buzzing in the background that interferes with my focus.</p>
<p>I would love to get daycare through ISU for my child. But with car payments, rent, utilities, insurance, food, etc. I am in the negatives by the end of the semester, and that's without daycare costs. My fiancé is in the Master's program so we can't get daycare assistance because of it. You have to be undergrads to receive benefits. So I need to be working/in school for 28 hours a week. This means I need 18 hours of work. But no one will hire me because of my schedule with school. This semester I had to drop below fulltime because of working at a daycare, school, trying to be a good mom, cleaning, cooking, etc. I just don't have the time to be a full-time student. I hope that you will be able to create a good program for families like us who are struggling to make our lives better by getting degrees.</p>
<p>I would love to have the option of taking my children to an ISU-provided daycare service. I would be able to work more hours, have more flexibility when important deadlines come up in my work and I might even be able to take a little time for myself to join an exercise program.</p>
<p>Thanks so much for your interest - helping with childcare will MOST definitely help me to work more productively and improve job satisfaction.</p>
<p>I would love to use the ISU child care centers, but they are WAY too expensive, especially considering how much the average ISU employee is paid. I would be able to work more hours and miss less work.</p>
<p>Having more quality options supported by ISU will significantly increase our chances of hiring a gender-diverse faculty and provide more concrete evidence of university support for work-life balance.</p>

<p>I also limit my time on campus because of my child care arrangements in the DSM metro area. This negatively affects my work (relationships, availability, promotions, etc.).</p>
<p>Most women in this university have as many children as i do and besides issues of childcare, there are issue of pay and the amount of time being required to be at work and the amount of money used on daycare centers. I am not paid enough to place my children in child care centers...</p>
<p>My child is now old enough to be left alone for short periods and my schedule is flexible enough so as to take care of her on late-start days, and 3:15 pick-ups. She aged-out of University Childcare which she was in afterschool and in the summers for 4 years. It also became very expensive. I also alternative with her father, who has a similar flexible schedule. However, being available before and after school and staying at home with her on school breaks and picking her up at 3 pm does indeed cut into my workday and hurts my productivity and makes scheduling meetings difficult. I feel very bad for ISU employees who have less flexibility and am glad ISU is looking into what can be done.</p>
<p>My concerns about childcare are less for my situation and more for prospective employees. Last year I recruited and hired a promising grad student who was also a single mom. She withdrew after a year, primarily because she could not find a reliable, safe childcare center that she could afford AND get her daughter into on a few months notice. She was denied state assistance for childcare costs because pursuing graduate work is considered 'elective' schooling. I was blocked from offering her a larger stipend to defray childcare costs on the basis that it was unfair to other students. Thus, we couldn't win. Though this situation is likely not very common, it is a shame that we cannot better accommodate ambitious, talented students who start their families while still in school.</p>
<p>Thank you for conducting this survey. We have delayed having (or may not have) a second child because (in order of importance): 1) cost of child care 2) burden of caring for children with faculty travel schedule 3) distance of child care to campus makes it impossible to breast feed, which means I miss more work pumping and getting sick because pumping just gave me clogged ducts and mastitis.</p>
<p>I couldn't believe how difficult good quality, affordable childcare was to find in Ames. If our family didn't need insurance and benefits I would have definitely decided to stay home and raised my kids but that's not an option for us. Plus I love my job at ISU. Thanks again for listening and working the situation in Ames. Can't wait to see how things progress. While I love my neighbor doing the care for our youngest it is still a challenge when her kids are sick or she needs a day off. Puts us in a real bind.</p>



There is a GREAT need for quality and affordable childcare options for University employees on-site. Some of the happiest and most productive employees who are parents are those that have secure care for their children. Me being one of them.

Overall childcare arrangement difficulties and worries make it challenging to stay productive at work.

This is a marvelous idea that should absolutely be seen to fruition. People being able to have their children close to them, and cared for by people hired by their employer is a massive benefit. I have friends that work at Principal Financial in Des Moines that absolutely rave about their employer sponsored child care. Quite honestly, this is a service that should have been provided years ago.

Quality of Care
There is an urgent need for quality care for younger kids, at a reasonable rate and close to campus.
The program is an important decision factor for me. I recently joined an Eagles Loft program and I would not change my care center unless the care center was run by Eagles Loft or a similar provider with a strong reputation for care and education.
Getting good and caring teachers is key to maintain the good quality of the child care program.
If you have really young children there are no vacancies available at a quality place, leaves parents having to work less or make other arrangements with spouses or family. If both parents work at ISU and no space is available at a quality care center then this is really stressful and unproductive.
Having more high quality child care centers in Ames, particularly ones that are reasonably priced, is very, very important. My family is lucky that we earn enough money to be able to pay for high quality care, but we have still found it very difficult to find slots within centers. A new, high capacity, high quality option at ISU would be invaluable for ISU employees with young children.
Highly qualified special needs caretakers are worth their weight in gold. Very Very Very hard to trust that a regular caregiver can be trusted not to get frustrated and be a negative safety issue with my child. it would be extremely valuable as an employee to find out that ISU supported parents with special needs children.
I love the Bright Horizon's at Vet Med. They are awesome. They are very expensive but have high quality programs. If they would have another facility on campus, I'd be interested; however, I would hope they could find some economies of scale to help assist with cost reductions.
I really enjoy the staff, programming and hours at Vet Med. I do not like class size, and mixed ratios. I would prefer a smaller class environment like at the Lab School (which is full and difficult to find a spot).

We were eventually had to utilize in-home care for our first child when he was a baby. We made an appointment and used the Child Care resource center for employees. The staff were phenomenal. They gave us great resources to conduct interviews for in-homes. But, even then there weren't many options. Most places in Ames require hefty deposits and for you to pay the moment you start 'holding your spot'. We only found 1 provider who was accepting new children and she was registered and facilitated a great interview. But, unfortunately it was all lies and we had to pull him out of care in the welcome week of ISU because it was an unsafe environment. Myself and 3 fellow families of ISU reported her to DHS, but there wasn't any evidence so she is still caring for children in her home. We eventually found better care, through word of mouth. Referrals from people you trust are so very important. But, for new parents this is the most challenging part because you may not personally know families who need child care. It would also be a positive thing for the ISU community if there was a Family Group for new and expecting parents/family members to get together to share resources and make connections.

I would appreciate having quality child care close to my work. It would be such a relief having my son close and at a place I know he will receive quality care. It would also be important to me to know that he is being challenged and is learning something everyday.

I was particularly disappointed in the lab school because they do not offer any additional activities for the children in the summertime. My current daycare has extra/different activities in the summer, which includes off campus field trips.

It would be great to have ISU child care that has smaller ratios of children to teachers. Willing to pay more for this higher quality care.

Its is difficult to find care that you trust, if ISU was to open a facility and charge a reasonable rate, they would also need to be a top notch facility. Security is a concern, cameras and locked entrances are a plus. Staff that is educated with backgrounds in childcare or are in school for child care is a positive. How you are able to drop off and pick up your children makes a difference, how safe is the drop off area? What are the play areas like, where do they play in the winter? Those are all important questions.

My first child and second child are 8 years apart. As a working mother, I experienced the same when looking for childcare for them: no opening available for preferred childcare provider; limited high quality childcare providers in Ames; cost of childcare service is way too high, which makes me question often if it's a right choice to be a working mom; quality childcare service that has an emphasis on diverse culture environment.

<p>My greatest need at this point in time is summer care only because my children are all in school; however, when my children were younger finding high quality childcare was extremely difficult. Quality options are extremely limited and high quality options are also out of reach in terms of cost for many. Thank you for paying attention to the needs of families with young children. They deserve to know that their children are being well cared for and educated in an age-appropriate manner while they are working. This is a critical issue.</p>
<p>Please offer reasonably priced child care centers that will take personal interest in the child's development. I love ISU lab School but it is closed way too much and I have to take off for that reason, it is way too expensive. I could not afford to send my younger one due to cost reason and also she needed personal attention which I think lacked especially in the infant toddler section.</p>
<p>Quality affordable child care is a HUGE need for families, especially in more rural areas.</p>
<p>Quality childcare for infants is impossible to find/afford in Ames.</p>
<p>Don't get me started on the in home quality care. You wouldn't believe how many of them aren't registered and are taking more than they should at the less than 1 year of age. Also the expectations of the provider are outrageous. They want paid vacation (2-3 weeks for them to take) and paid sick and paid holidays and they want you to pay when you take a vacation (that last one I understand) but when they take vacation or are sick I still have to pay for alt care. I know that there are good in home but they are all full for infants.</p>
<p>I would be very happy to place our child in an in-home care if there was more than one adult watching the kids.</p>

## Other

I am glad that ISU is doing this survey. It is much needed and its about time this was done. Thank you!!!!  
Child care services can help the ISU campus be more welcoming and supportive of families. But there needs to be a balance among the faculty, staff and students that are served. If we share a center or services with the research park who decides who gets access? I hear that the child development center isn't utilizing the full space they have but there is still unmet need. Can that space be expanded? Thank you for asking us what we think and need.

With current child are services on campus, placement of one child is easier than placement of 2 or more children. Cost is higher than community centers-but the quality of the care is good. My experience is with the Lab School, which was excellent.

Would be happy to help in any other ways to explore better childcare options for ISU staff. We had twins in April and it is extremely difficult to find affordable infant care. We got lucky with the in home care that we've found. Our two year old son will soon be able to enroll in preschool and the options are very confusing and I have no idea where to start.

While the facilities are very good at all the ISU related child care centers; it is very difficult and frustrating to get an opening. This is highly difficult when both parents work and want to give the best care for the child. It is professionally challenging to juggle between the spouses to care for the baby as there is certainly a compromise to the work and that in turn becomes stress at home with a small baby who deserves only happiness and loving care. Thanks for the opportunity to express our thoughts. We definitely need more facilities made available to employees.

The programs for undergraduate/graduate student families are wonderful. While I finished my undergrad, I was offered grants as well as a sliding fee scale that allowed me to go to school full-time while having young children at home.

I currently have 2 offices, one on campus where I spend ~70% of my time and one in the research park (InTrans) where I spend ~30% of my time.

We consider ourselves VERY lucky that we were able to get into the Vet Med Center. It has been WONDERFUL! I would highly recommend it (and Bright Horizons) to everyone.

Thanks for conducting this survey. It's a very important issue that is way overdue to be resolved.

Good survey.
Having ad-hoc services would be great. If have to spend time on campus for meetings or project having a day care option versus the traditional all day every day type of care.
My wife and I are both faculty and we found the spousal HIRING conditions of ISU very accommodating. However, the family support has been lacking, especially because the daycare conditions in Ames outside of ISU are so full or insufficient.
I currently have an ISU student watching my children. Very happy with someone watching my children at home for only a few hours.
When first arrived no one at ISU asked and/or offered information about child care options, so we had to conduct research in order to secure a child care for our then 3 year old. Family Resource Center was a valuable resource and staff offered us options for ISU childcare. However, all University-related child care facilities had long wait lists, so we were looking for alternatives in town. We used Iowa Child Care Resource and Referral website, however picked a current childcare/school facility by driving around and stopping in. ISU childcare facilities had offered us a room at Vet Med and Lab school, but it was a few days prior to my start day for Vet Med (and a year of being waitlisted for Lab school), and we had already decided on other more affordable arrangement. It'd be preferable if employees were prioritized, particularly new to ISU and the city, child care was affordable and not based on a sliding fee scale, and now, when our child is of school-age, after-school programming was available for children who are 5 and older. Thank you for the opportunity to share.
Ames needs more alternative childcare services, especially a Montessori school or similar.
I'm not sure how long my mother will want to provide care for my son. We might be looking into new arrangements next year, or the year after. We do feel he misses out on some interaction with other children.
I filled out a survey also on my phone so this one may be in duplication, although I answered questions on this one that I did not on my mobile device. Also, there was nothing on here about the possibility of child care sharing. For example, if a person worked part time or only wanted care for two days, and another wanted care for three, could they share? There are next to no solutions locally for part time care, in particular for newborns. There are also next to no solutions for newborns, period!

I find that a major need for graduate students' is 'after hours' care - for evening classes, meetings and projects.
I have a spouse at home so probably a minority.
I have a very good in home day care 2 blocks from my home.
I think there should be more childcare centers available because more and more students are entering college with children.
I think if the ISU research park gave the opportunity to have our children close by in a safe daycare center, with a reasonable price, it would be greatly utilized. I for one, would find it more appealing to work here knowing that my children aren't far away from me, and make it easier to drop them off and pick them up since it is so close by.
I think it is a great opportunity for working parents if it is feasible to open a day care center in the research park.
I think this is a fabulous idea that would be a win-win for both employee/students as well as the university. It is an excellent benefit that could be offered to employees as well as internships for the students. This would allow parents to visit their children throughout the day and allow kids a safe place to play and meet new kids, as well as building social and early educational skills. I love this idea and would definitely utilize, at least, part-time care (cost-pending) and especially day/summer camps. If more places offered things like this they would retain many good employees who choose to be stay-at-home parents.
I would be interested in an officially approved baby sitting service (not students, not random people from the street, but a service that can be used repeatedly and in a reliable fashion if teaching at night, during ISU organized after-hour activities such as receptions, etc). Such a service would be amazing!
My kids all have summer birthdays and will start school at age 6. They age out of the lab school at age 5. This solidified by decision not to send them there.

I would love to have an on campus facility for my children that is affordable. It would be great to drop them off later (right before I walk into work) and pick them up earlier (right after I leave work), and occasionally stop by to see them on my lunch breaks. As it is now, I feel like 50 hours a week in a care center is too much for them.
I would love to see morning 8:30- 11 am activities for children 12 mos - 3 years as this is a prime time for teaching and engaging kids. Immersion language classes or Waldorf or Montessori style classes would be the best.
I would also be interested in in-home daycare that has been vetted and facilitated by ISU.
If a daycare pursued local, healthy, natural foods with the same diligence as the Workiva Café does for our employees, I would be THRILLED.
If there was an ISU supported child care option for my children, i would consider utilizing the opportunity if i felt that qualified caretakers were available and the rate was affordable with multiple children. Thanks
I'm so glad a survey is being conducted for child care. It has been very difficult for me to find quality and affordable child care for my daughter. I'm a single parent that has no family here in Ames. I hope these surveys are taken seriously by surveyors and participants.
Also, the problem of parking on campus is a major one, so if there is a way to make a support group to help with that as we can share or use specified spots for car pooling or something like this.
It would be great to have the option for my kids to spend the day together and not be split up based on age.
More facilities on campus would be helpful.
My child attends Ames Christian and will be starting kindergarten in the fall. They have a before and after school program so I am not in need of this service. If this was offered four years ago when she was an infant I would definitely be interested in the service as my child's current school only accepts 3 and older.
My children are older now, but I made use of ISU day care when they were younger. More options would be better.



<p>My feedback here is probably not useful. My son stays home with my wife, and we are not planning to change that any time soon. If something would happen that would make our current arrangement impossible, we'd be interested in an ISU research park daycare facility.</p>
<p>My preferred preschool program requires an adult escort the child to class instead of just dropping off at the door. That has made finding daycare difficult as well as the daycare provider must be willing to do that drop off.</p>
<p>My time at work is less affected than my spouse's by childcare. When one of our kids is sick, he will stay home with them, he takes them to some doctor's appointments. He works part-time instead of full-time by choice so that he can be the flexible parent.</p>
<p>My wife and son live in Missouri mostly because she doesn't know anyone here and would have a hard time finding people to watch our son if she were to get a job. We cannot operate with mandatory attendance, I see how this might be hard to accommodate for and am skeptical about finding a solution for this.</p>
<p>Not enough services offered in this community. ISU could do more for families and employees in terms of services. They do very little compared to other universities.</p>
<p>On site day care of UCC or ISU Lab School caliber would really be helpful for those who work at ISU Research Park given that employees here tend to work longer hours than ISU employees and those day care are not available for employees of research park who have no affiliation with ISU (e.g. employees of Workiva).</p>
<p>Please help to arrange a cheap and reliable child care for Graduate Student's children.</p>
<p>Some of the questions were difficult to answer due to lack of information. For example, when asked to rank what child care options would be most useful, it was unclear whether I was supposed to consider existing services or just new services that might be added to existing services. Also, it was unclear what was meant by 'financial assistance'. If you mean having the option in our benefits to pull money out of every check and set it aside for child care, then NO THANKS, between health insurance and taxes there is enough money being hacked out of my paycheck already. But if you mean actual assistance, as in reduced childcare rates based on lower incomes, then YES that would be helpful.</p>
<p>ISU needs more options for younger children and parents.</p>

<p>The choice is for the child to go to 'daycare' with young children or stay at home. Parents with professional jobs may have some flexibility on when they arrive/leave work, but picking up a child, driving him home, and returning to work mid-day on a regular basis is not feasible.</p>
<p>Thank you, thank you, thank you for seeing this important employee need and for investigating the demand for child care services!</p>
<p>Thanks. We used the Lab School and CCC at Vet Med before. Both are great. But the rate is high.</p>
<p>There are a lot of benefits that I do not have access to because I do not live or work in Ames.</p>
<p>Childcare junction (CCJ) in Boone is the best center in the area and we attended there for awhile but the location is inconvenient and not practical in the winter. CCJ's prices are reasonable. In-home day care has worked well for us so far (just a few weeks into it) and the price is wonderful but there are limited back-up plans for days when my provider is unavailable.</p>
<p>We currently employ an in-home day care provider for ~45 hrs/wk. There are some conflicts with her and our schedules and she is unable to work additional hours.</p>
<p>In order of importance to us, our reasons for wanting to switch to University day care are: 1) Work different / longer hours 2) Our daughter's needs are changing (she requires more interaction with other children her age). 3) Reliability - Either my wife or I have to stay home from work if our in-home care provider cannot come to work. 4) Cost - cost of currently available ISU daycare options are less expensive than our in-home care provider.</p>
<p>A network of in home, quality, providers for ISU faculty would be such a service to many.</p>
<p>We have had excellent experiences with the ISU Child Development Lab School. My older child has aged out of the program, and he misses it very much. I wish they had an after school program or even a kindergarten. My younger child will stay in the Lab School until she ages out. I never worry about her care because I know that the Lab School staff is very well trained and extremely professional. They truly care about the children.</p>

We have one child at the lab school now and we absolutely LOVE it. We wish we would have been able to get both of our children either there or at another close campus location from the time they started child care (~5 mo), but spaces were not available. It would have been much more convenient to us than the option we did find, allowing more efficient home to/from work transitions, allowing more time for concentrated work. Also, we are more comfortable with the quality of the care our child at lab school receives, providing substantial peace of mind.

We have enrolled our children at 2 separate day care centers, both elsewhere in Ames. More on-campus childcare would be ideal, though at this point we feel committed to these alternative choices due to children's preferences and needs. For our older child, we elected to leave the ISU CCC at Vet Med due to its extremely high rate of employee turnover and because we found less expensive care elsewhere. We elected not to take a spot at the Lab School for our younger child because it came open too early (before he was even born) and because the use of the children for teaching purposes made us uncomfortable. It seemed to come with a lot of caveats, such as a restrictive policy that the children must be there by a certain time and cannot be picked up before a certain time. We also questioned the high tuition. If the children are being used for teaching purposes, shouldn't the care be reduced in cost?