






BACKGROUND

-  Women make up just 31% of tenure track faculty and 27% of currently tenured faculty at UofU SOM.
-  Childrearing and other caregiving tasks contribute to the disproportionate difficulty women face in receiving tenure.
-  COVID-19 exacerbated the impact of caregiving on productivity of caregivers.

OBJECTIVES

1. Determine how COVID-19 was impacting careers of faculty, staff and trainees at UofU Health.
2. Develop programming to address COVID-19 related caregiving needs.
3. Develop strategy for addressing long term child care needs.

METHODS

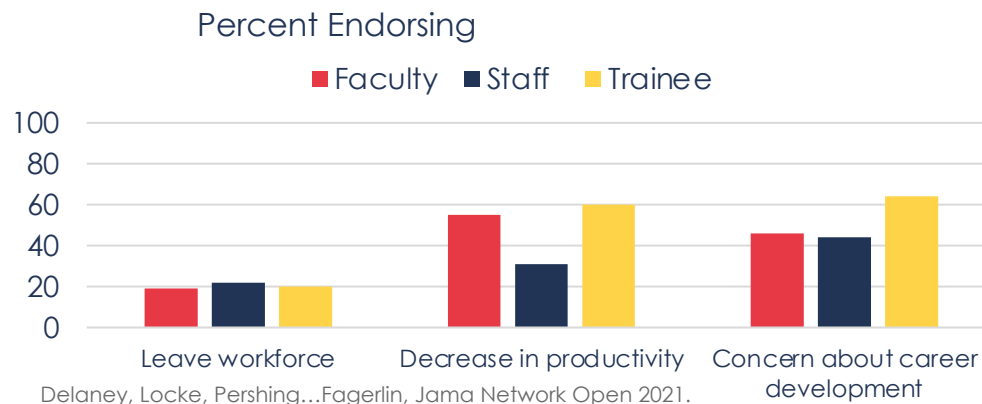
- Conduct survey of entire health system
- Create programs to address needs
- Engage leadership to financial support programs and to highlight awareness
- Create a long-term childcare taskforce and develop and address key priorities

RESULTS: COVID-19 Needs

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What are the top needs for the respondents indicating work/school concerns due to COVID-19		
Work		Home / Childcare
Flexibility in scheduling meetings, shifts, classes and clinic time (74%, n=726)	1	In-home childcare (55% n=273)
Continued opportunity to work from home at low-risk color level (73%, n=723)	2	Help with childcare pod matching (50% n=259)
Knowing work/school schedule at least 1-month in advance (56% n=545)	3	Consultation with an educational specialist (49% n=251)
Ability to turn off video participation in meetings (49%, n=485)	4	Online Tutoring (48% n=246)
Better understanding of work struggles by manager(s) (46%, n=444)	5	In-Person Tutoring (48%, n=242)
Take unpaid leave with medical benefits (31%, n=302)	6	Help with finding/ interviewing babysitter (35% n=180)
Designating 12-12:30 as no-meeting time (25% n=245)	7	Childcare in group setting for ages 0-5 (28% n=141)
Standard meeting time of 50 rather than 60 minutes (19%, n=188)	8	Childcare in group setting for ages 6-12 (19%, n=93)
	9	Childcare in group setting for ages 13-17 (3%, n=21)

Supports	Utilization
Extra days of paid in home childcare	375 user (4300 days)
Tutoring and reading evaluation visits	79 visits
Komae App	61 users

RESULTS: LONG TERM NEEDS

Areas Addressed

Needs Assessment	Assessment of child care needs of faculty, staff, and trainees.
Learning from Others	Research what other institutions are doing to address child care needs.
Child Care Centers	Identify options and affordability of current and potential new centers
School-Aged Kids	Identify options, affordability, and additional need for care for school age children
Sick and Emergency Care	Options for employees whose children or babysitter gets sick, but employee still needs to present to work
Community Partnerships	Develop collaborations with school, local, and state agencies to address childcare needs

NEXT STEPS

- Continue COVID-19 services, some at reduced levels.
- Submit report to SVP of Health Sciences regarding strategies to address childcare post-COVID.
- As an equitable salary can lead to better childcare options, introduce changes to current salary equity initiatives.