

**Recent Announcement for UW and Seattle Children's Hospital employees:
Housing with no on-site childcare!**

The University of Washington and Seattle Children's Hospital have partnered with Security Properties/Madrona Ridge to offer quality apartment living in the U District with priority given to eligible UW faculty/staff and Seattle Children's employees. The project is scheduled to open May 2015. Starting February, eligible employees will have an opportunity to pre-lease apartments in this development before the general public.

Background

The University and Children's Hospital have a shared interest in creating high-quality housing for their employees. When the University acquired several surface parking lots as part of the Safeco Tower purchase, this created an opportunity for the two institutions to partner on a new housing project in the U District. Security Properties/Madrona Ridge was chosen to build and operate this project.

**From last month's Wellness Newsletter: Tender Loving Care Program
Discontinued!**

UW WorkLife has recently learned from Virginia Mason that they are discontinuing their Tender Loving Care program as of March 31, 2015. TLC has provided much needed care for the children of many of our faculty, staff, and students, and we've enjoyed a wonderful relationship with the TLC staff. Unfortunately, this decision was out of our hands. We are actively working to find alternative options to this program and we hope to have potential solutions soon. For more information, please contact Director of WorkLife and Childcare Access Amy Hawkins.

Documentation of an ongoing problem, from the minutes of the October 10, 2007 meeting of the UW Faculty Council on Women in Academia:

Report from Mindy Kornberg & Randi Shapiro

Guest Mindy Kornberg, Vice President of Human Resources, introduced herself and her background. Kornberg addressed the stresses for women at Duke University that affected their ability to stay in school or on the job. She noted that work/life issues for women have gained attention recently. Harvard University realized that in order to keep women in the workplace they would have to “think out of the box” with solutions that address flexibility and workload issues. She identified childcare as a “hot topic.” Overall the childcare issue is both simple and complex.

Kornberg noted that both the President and Provost support the childcare issue. In response to a question about using the UW Tower for childcare, it seems that the Tower has been removed from consideration and an alternate solution is under consideration: that is, to develop two of the Safeco surface lots to construct faculty/staff housing that would include childcare, two big new faculty issues.

From the 2009 Baseline Report for the FCWA Career Cycle of Female Faculty:

Almost 40% of all faculty members who responded to the 2008 LCVI survey reported being impacted by a lack of childcare during the previous 12 months. A quarter of all faculty respondents indicate being impacted by adult care. In both cases, percentages are higher for women. More women than men indicate experiencing work-family conflict, and more men than women see the environment as supportive. But lest we think that childcare affects only women: more than half of the men responding who had children under the age of 18 indicated experiencing decreased productivity (63%), work-life imbalance (60%), and work-life stress (73%).

Childcare was also listed as a reason why women didn't accept offers to come here.

We recommended that:

Every effort should be made to increase the availability of quality affordable childcare.

Visitors to FCWA (including representatives from HR) explained that rather than build our own freestanding childcare center(s), every opportunity would be taken to include childcare facilities in new construction. The Safeco property was explicitly mentioned as a target for such projects.