

MEMORANDUM

TO: Deans, and Department Chairs
FROM: Sheldon Ekland-Olson
Executive Vice President and Provost
DATE: March 7, 2005
RE: Child Care Center Faculty Recruitment and Faculty Retention Program

I am pleased to announce a new policy oriented toward faculty recruitment and faculty retention involving child care. With the construction of its second Child Care Center, the University has expanded considerably the number of children - from infants to four-year olds - that it can accommodate, and 10 spaces are being set aside each fall to be committed to new recruits for whom child care is a critical factor in their choosing to come to the University of Texas at Austin. These same spaces may also be used as part of a counteroffer to help retain faculty for whom child care is a critical factor in their deciding to remain here. The spaces are distributed among five children's age groups, and commitments must be made no later than May 1 for spaces being requested for the coming academic year.

Department Chairs, through their respective Deans, may submit requests for child care spaces to Neal Armstrong, Vice Provost for Faculty Affairs who will be the Coordinating Administrator for this program in the Provost's Office, using the Recruitment Application Form. Requests for child care spaces for counteroffers may be made using the Retention Application Form.

This program is effective immediately, and the policy pertaining to this program and application forms are attached and will be available through the Provost Office web site.

This is an exciting development for our faculty and our campus, and I wish to thank Pat Clubb, Vice President for Employee and Campus Services, and her staff for making this happen.

Attachments

cc: Larry R. Faulkner, President
Patricia L. Clubb, Vice President for Employee and Campus Services
Neal E. Armstrong, Vice Provost for Faculty Affairs