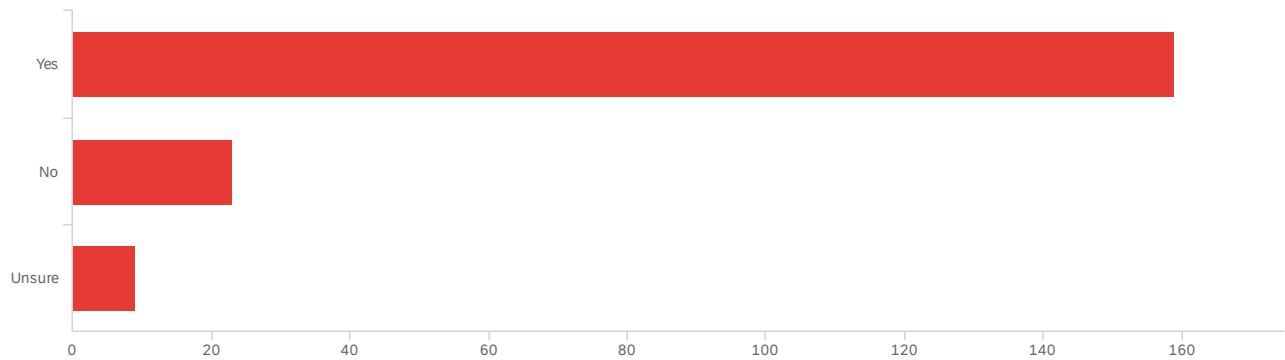


COVID-19 Family Care Survey Nov/Oct 2020 - Results

COVID-19 Issues Related to family care Survey

November 6, 2020 7:16 AM MST

Q2 - During the Pandemic, has providing or arranging for child or elder care made your current employment with CU Boulder more difficult or challenging?

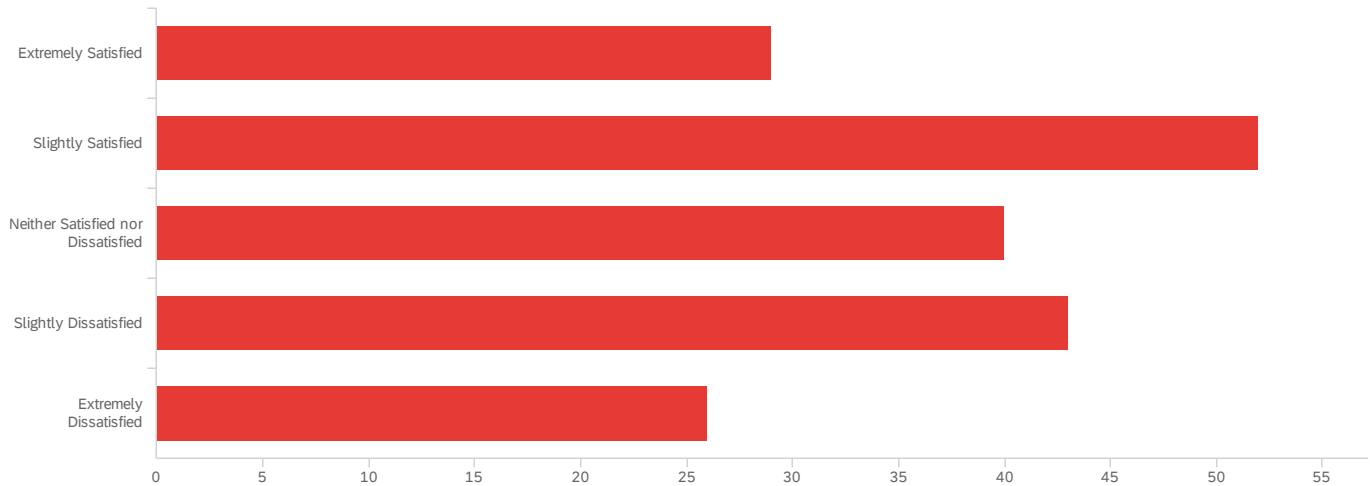


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	During the Pandemic, has providing or arranging for child or elder care made your current employment with CU Boulder more difficult or challenging?	1.00	3.00	1.21	0.51	0.26	191

#	Field	Choice Count
1	Yes	83.25% 159
2	No	12.04% 23
3	Unsure	4.71% 9
		191

Showing rows 1 - 4 of 4

Q3 - In your present situation related to the Pandemic and your role at CU Boulder, how satisfied are you with your current child or elder care situation?



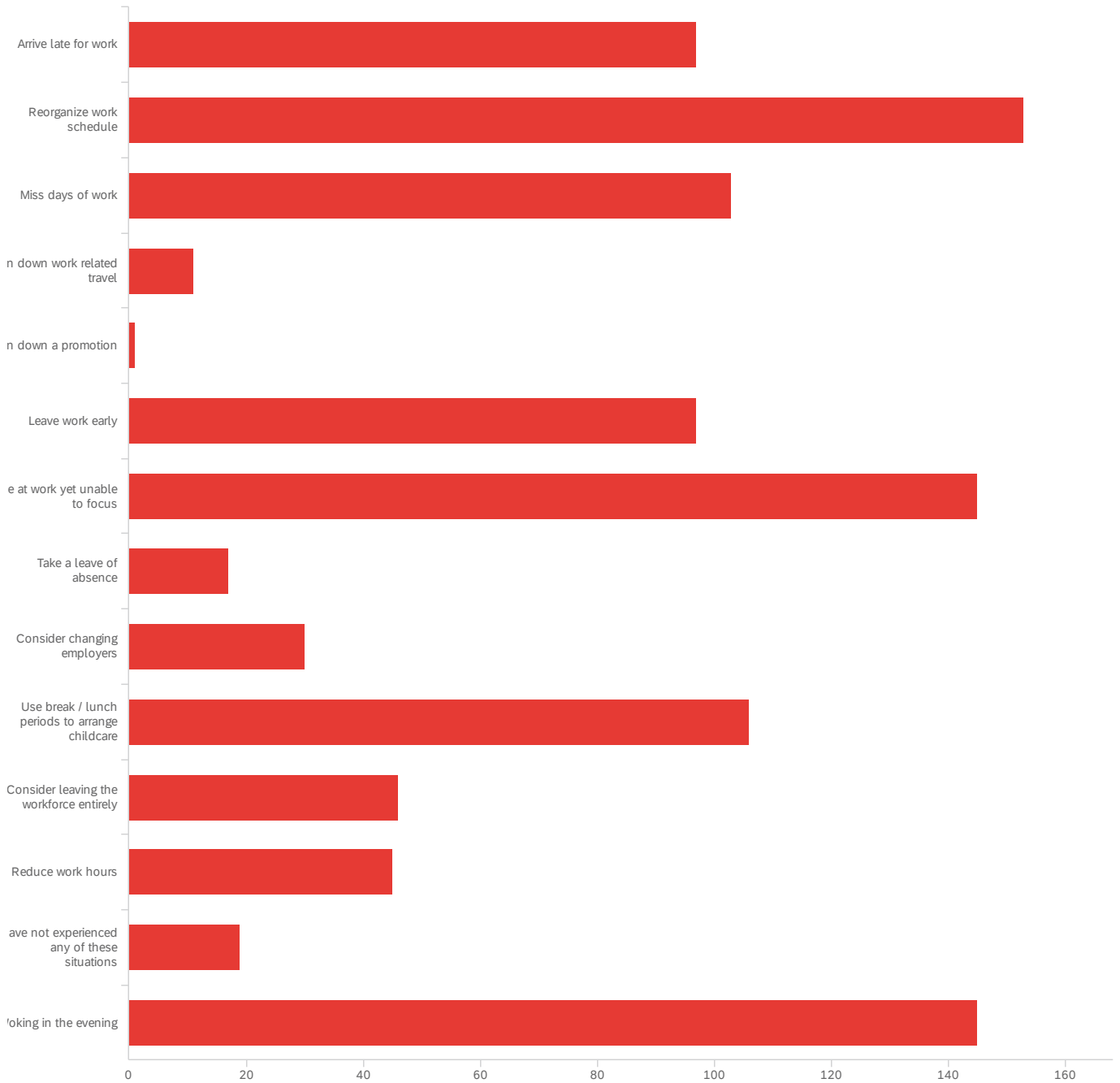
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	In your present situation related to the Pandemic and your role at CU Boulder, how satisfied are you with your current child or elder care situation?	1.00	7.00	3.91	1.76	3.10	190

#	Field	Choice Count
1	Extremely Satisfied	15.26% 29
3	Slightly Satisfied	27.37% 52
4	Neither Satisfied nor Dissatisfied	21.05% 40
5	Slightly Dissatisfied	22.63% 43
7	Extremely Dissatisfied	13.68% 26
		190

Showing rows 1 - 6 of 6

Q4 - During the Pandemic, have your child or elder care responsibilities caused you to

experience any of the following? (Select all that apply)



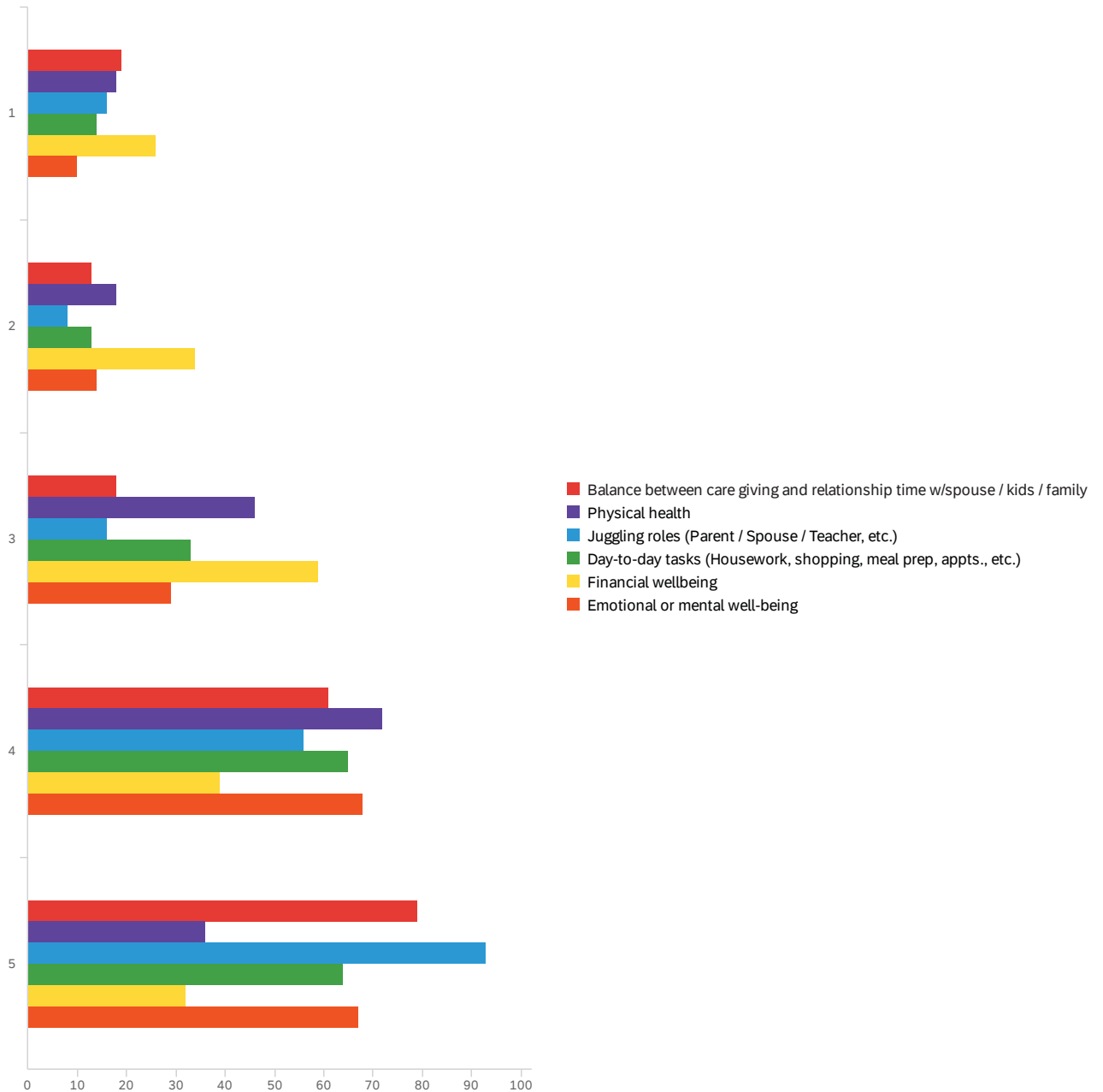
#	Field	Choice Count
1	Arrive late for work	9.56% 97
2	Reorganize work schedule	15.07% 153
3	Miss days of work	10.15% 103

#	Field	Choice Count
4	Turn down work related travel	1.08% 11
5	Turn down a promotion	0.10% 1
6	Leave work early	9.56% 97
7	Be at work yet unable to focus	14.29% 145
8	Take a leave of absence	1.67% 17
9	Consider changing employers	2.96% 30
10	Use break / lunch periods to arrange childcare	10.44% 106
11	Consider leaving the workforce entirely	4.53% 46
12	Reduce work hours	4.43% 45
13	I have not experienced any of these situations	1.87% 19
15	Woking in the evening	14.29% 145

1015

Showing rows 1 - 15 of 15

Q5 - Over the past 6 months, on a scale of 1-5, 1 being a non-issue and 5 being extremely challenging, how difficult has it been to maintain each of the following areas given your child or elder care responsibilities?



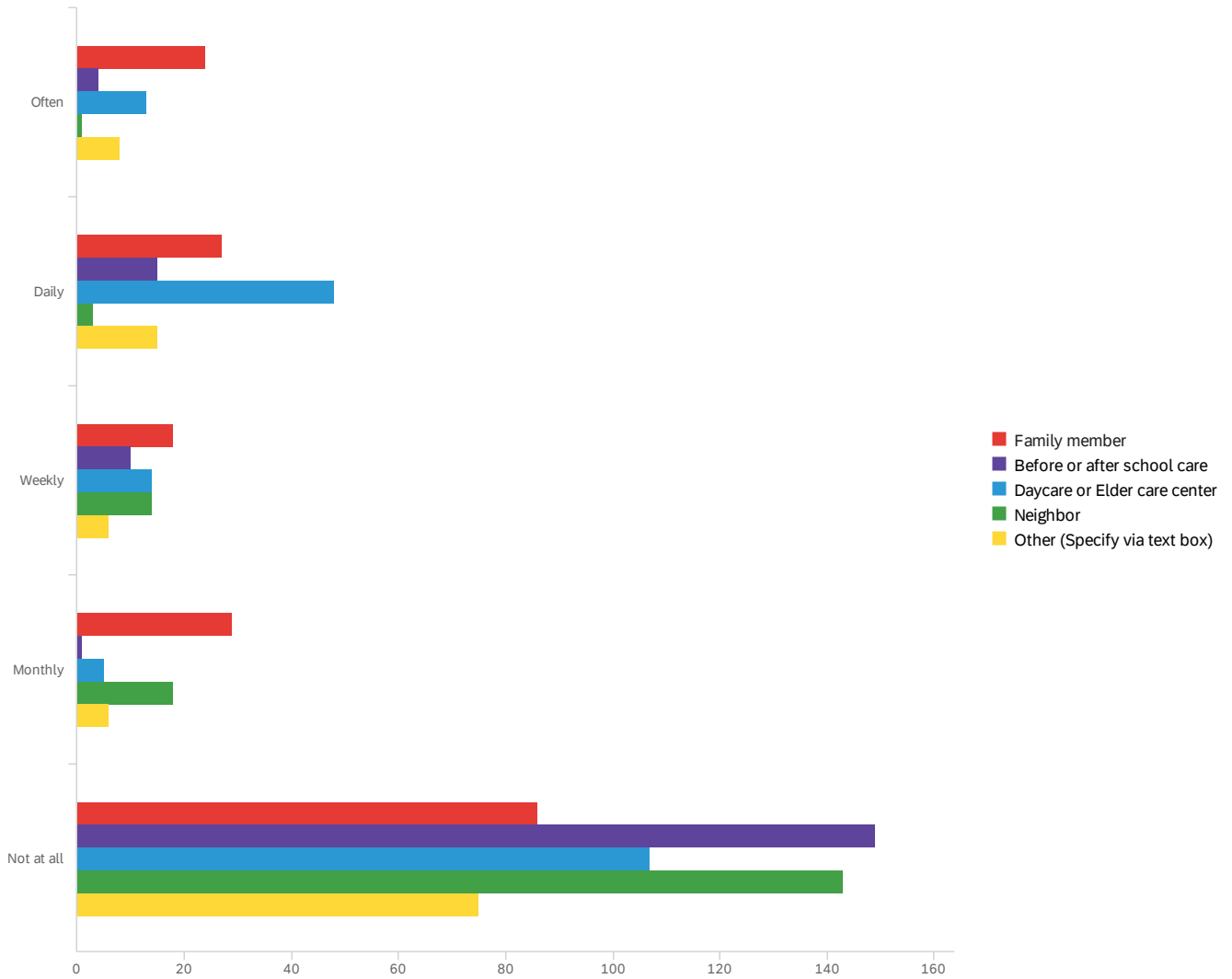
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Balance between care giving and relationship time w/spouse / kids / family	1.00	6.00	4.78	1.53	2.34	190

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
2	Physical health	1.00	6.00	4.38	1.39	1.94	190
3	Juggling roles (Parent / Spouse / Teacher, etc.)	1.00	6.00	4.98	1.45	2.10	189
4	Day-to-day tasks (Housework, shopping, meal prep, appts., etc.)	1.00	6.00	4.73	1.38	1.90	189
5	Financial wellbeing	1.00	6.00	3.95	1.51	2.29	190
6	Emotional or mental well-being	1.00	6.00	4.84	1.28	1.63	188

#	Field	1	2	3	4	5	Total
1	Balance between care giving and relationship time w/spouse / kids / family	10.00% 19	6.84% 13	9.47% 18	32.11% 61	41.58% 79	190
2	Physical health	9.47% 18	9.47% 18	24.21% 46	37.89% 72	18.95% 36	190
3	Juggling roles (Parent / Spouse / Teacher, etc.)	8.47% 16	4.23% 8	8.47% 16	29.63% 56	49.21% 93	189
4	Day-to-day tasks (Housework, shopping, meal prep, appts., etc.)	7.41% 14	6.88% 13	17.46% 33	34.39% 65	33.86% 64	189
5	Financial wellbeing	13.68% 26	17.89% 34	31.05% 59	20.53% 39	16.84% 32	190
6	Emotional or mental well-being	5.32% 10	7.45% 14	15.43% 29	36.17% 68	35.64% 67	188

Showing rows 1 - 6 of 6

Q6 - Over the past 6 months, about how often have you utilized each of the following types of child or elder care options?



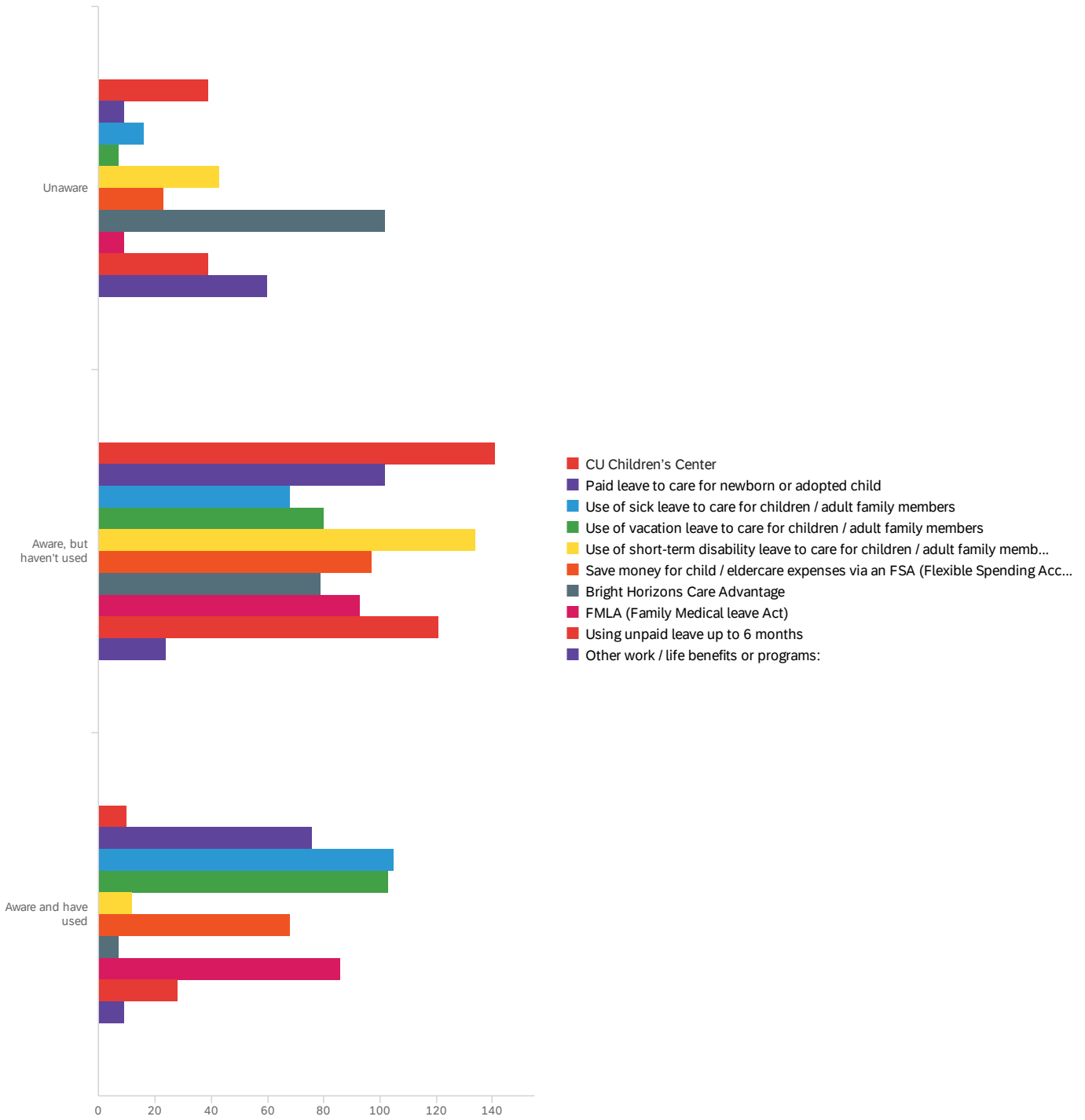
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Family member	1.00	5.00	3.68	1.49	2.23	184
2	Before or after school care	1.00	5.00	4.54	1.06	1.13	179
3	Daycare or Elder care center	1.00	5.00	3.78	1.50	2.25	187
4	Neighbor	1.00	5.00	4.67	0.74	0.54	179
5	Other (Specify via text box)	1.00	5.00	4.14	1.38	1.92	110

#	Field	Often		Daily		Weekly		Monthly		Not at all		Total
1	Family member	13.04%	24	14.67%	27	9.78%	18	15.76%	29	46.74%	86	184
2	Before or after school care	2.23%	4	8.38%	15	5.59%	10	0.56%	1	83.24%	149	179
3	Daycare or Elder care center	6.95%	13	25.67%	48	7.49%	14	2.67%	5	57.22%	107	187
4	Neighbor	0.56%	1	1.68%	3	7.82%	14	10.06%	18	79.89%	143	179
5	Other (Specify via text box)	7.27%	8	13.64%	15	5.45%	6	5.45%	6	68.18%	75	110

Showing rows 1 - 5 of 5

Q10 - Are you aware of the following child care resources offered by CU Boulder and if

yes have you utilized any of them?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	CU Children's Center	1.00	3.00	1.85	0.48	0.23	190

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
2	Paid leave to care for newborn or adopted child	1.00	3.00	2.36	0.57	0.33	187
3	Use of sick leave to care for children / adult family members	1.00	3.00	2.47	0.65	0.42	189
4	Use of vacation leave to care for children / adult family members	1.00	3.00	2.51	0.57	0.32	190
5	Use of short-term disability leave to care for children / adult family members	1.00	3.00	1.84	0.51	0.26	189
6	Save money for child / eldercare expenses via an FSA (Flexible Spending Account)	1.00	3.00	2.24	0.65	0.43	188
7	Bright Horizons Care Advantage	1.00	3.00	1.49	0.57	0.32	188
8	FMLA (Family Medical leave Act)	1.00	3.00	2.41	0.58	0.34	188
9	Using unpaid leave up to 6 months	1.00	3.00	1.94	0.59	0.35	188
10	Other work / life benefits or programs:	1.00	3.00	1.45	0.66	0.44	93

#	Field	Unaware	Aware, but haven't used	Aware and have used	Total
1	CU Children's Center	20.53% 39	74.21% 141	5.26% 10	190
2	Paid leave to care for newborn or adopted child	4.81% 9	54.55% 102	40.64% 76	187
3	Use of sick leave to care for children / adult family members	8.47% 16	35.98% 68	55.56% 105	189
4	Use of vacation leave to care for children / adult family members	3.68% 7	42.11% 80	54.21% 103	190
5	Use of short-term disability leave to care for children / adult family members	22.75% 43	70.90% 134	6.35% 12	189
6	Save money for child / eldercare expenses via an FSA (Flexible Spending Account)	12.23% 23	51.60% 97	36.17% 68	188
7	Bright Horizons Care Advantage	54.26% 102	42.02% 79	3.72% 7	188
8	FMLA (Family Medical leave Act)	4.79% 9	49.47% 93	45.74% 86	188
9	Using unpaid leave up to 6 months	20.74% 39	64.36% 121	14.89% 28	188
10	Other work / life benefits or programs:	64.52% 60	25.81% 24	9.68% 9	93

Q8 - Do you have any suggestions for ways in which the university can be more supportive of staff who have child or elder care responsibilities?

The confidential responses from Question #8 have been excluded