

GSC HCA Family Presentation

- Family Subcommittee Participants
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Family Presentation

- An assessment of the current situation and needs of graduate students with families at MIT
 - **Cost of Living Overview**
 - **Housing**
 - **Child Care**
 - **Medical Care/Health Insurance**
 - **MIT Non-Discrimination Policy**
 - **Recommendations Summary**



Cost of Living Overview

2005-2006 Estimates Based on COLAB Data, Supported Students

	Couple, Off- Single, On- Couple, On- Couple, Off- w/ children			
Stipend	\$22,822	\$22,822	\$22,822	\$22,822
Annual Housing + Utilities	\$9,348	\$14,088	\$18,592	\$23,560
Annual Food	\$5,114	\$8,436	\$8,436	\$10,228
Annual Taxes (12.1%)	\$2,761	\$2,761	\$2,761	\$2,761
Annual Health Care Cost	\$0	\$1,560	\$1,560	\$2,910
Annual Books and Supplies	\$1,634	\$1,634	\$1,634	\$1,634
Annual Transportation Cost	\$1,573	\$1,975	\$2,605	\$2,605
Annual Dental Expenses	\$175	\$350	\$350	\$350
Annual Student Life Fee	\$200	\$200	\$200	\$200
Total Expenses	\$20,805	\$31,005	\$36,139	\$44,248
Annual Disposable Income	\$2,017	(\$8,183)	(\$13,317)	(\$21,427)

Day care expenses add up to \$20,000 per year, per child for students with dependents.



Family Housing

- Importance of on-campus housing
- Issues facing existing on-campus housing
- Demand for on-campus housing
- Recommendations



Family Housing

- Family Dormitory Housing
 - Benefits:
 - Community building
 - Diversity and role models on-campus for other students
 - Affordable housing in proximity of work, day care, athletics
 - Support networks between families



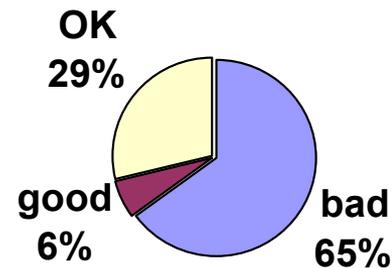
Problems of Westgate/Eastgate

- **Building Condition**

- Eastgate heating system being replaced, Westgate heating system remains problematic
- Increased need for repairs, renovations and maintenance
- Poorly regulated Westgate system leads to increased utilities costs and wasted heat



Residential Ratings of the Westgate heating system



Source: 2005 Westgate Heating Survey



Family Housing

- Discrepancy in the availability of housing for single students and families
- Available Apartments vs. Demand
 - Total # of family apartments on campus:
 - **413 (19% of on-campus total)**
 - 203 in Eastgate, 210 in Westgate
 - Source: Housing Office
 - Total # of married/partnered students at MIT:
 - **2388 (38% of all students)**
 - Source: DSL Survey, Provost's Office



Housing Needs Assessment

- Housing data 2004–2005

	Applied	Placed	
New, single	857	797	93%
New, families	185	117	63%
Continuing, single	847	336	40%
Continuing, families	217	61	28%

Source: MIT Housing Office

- Demand data

	Single		Families	
Total #	3832		2388	
On Campus	1808	47%	413	17%
Want to be on campus	2840	74%	1433	60%
Demand satisfaction	64%		29%	

Sources: MIT Housing Office, GSC/DSL 2002 GSL Survey



Housing Recommendations

- Increase On-Campus Capacity
 - **Build More Housing**
 - Fairest to the rest of the MIT graduate population
 - Increases total graduate apartments: every 100 apartments = *7% increase* in family graduate student demand satisfaction
 - Closer to grad housing commitment
 - **Possibility: New Family Dorm**
 - Large new dorm with child care facility
 - **Possibility: Expand Warehouse**
 - Area next to Warehouse Apts (NW30) may be developed for married students w/o children
 - Share some facilities w/ NW30 to reduce cost
- Improve quality of existing capacity



Housing Recommendations

- Re-examine Existing Housing Policies
 - **Adopt a housing priority statement that considers family students as well as single students**
 - Priority Statement Example (Princeton):
 - *“The first priority of the Graduate School is to provide housing for first-year graduate students who are degree candidates and who request it by the admission reply date of April 15, regardless of their date of admission. Our second priority is to allocate housing to an equal proportion of single students and students with spouses, domestic partners, and/or dependents.”*



Family Housing

- Off-Campus Affordability
 - **Implement off-campus housing grant**
 - Presented at Deans Group of the Academic Council
 - **Re-rent off-campus apartments**
 - MIT can rent off-campus apartments and then re-rent them to students at a reduced rate
 - **Support off-campus cooperatives**
 - Similar to undergraduate ILG's, MIT can help create graduate family cooperative living groups



Family Housing

It takes a building to raise a child ☺



MIT Child Care

- MIT has made some improvements in the ability of graduate students to care for their children at MIT
 - **Childbirth Accommodation**
 - **Stata Center Childcare Capacity Increase**
 - **Childcare Scholarship**
 - **Babysitting Programs**
- We're beginning to catch up, but we need to continue this work!



MIT Child Care - Maternity

- Childbirth Accommodation Status
 - To date, 10 women have been approved for the childbirth accommodation (only refusals have been due to ineligibility)
 - A total of **\$81,5k** has been awarded:
 - \$45,8k tuition
 - \$35,7k stipend

Source: MIT Graduate Students Office



MIT Child Care - Maternity

- Childbirth Accommodation Needs
 - The Childbirth Accommodation budget (originally \$58k) has been heavily **overspent** (by over **\$20k!**)
 - **We need to fund the Childbirth Accommodation properly in the future**
 - In the meantime, we thank the Provost and GSO for taking the steps necessary to ensure that no one has been refused for lack of funds!

Source: MIT Graduate Students Office



MIT Child Care - Capacity

- The number of children of all graduate students at MIT is estimated to be between **660** and **700**
 - **40%** of graduate students families ***need*** day care based on spouse status
 - Others may want to use day care even if spouse is available due to educational incentive, peer interaction
 - **66.9%** of the children of graduate students are ***under 5 years old*** (below public school age)

(sources: GSC/DSL 2002 GSL Survey, MIT Medical Enrollment)



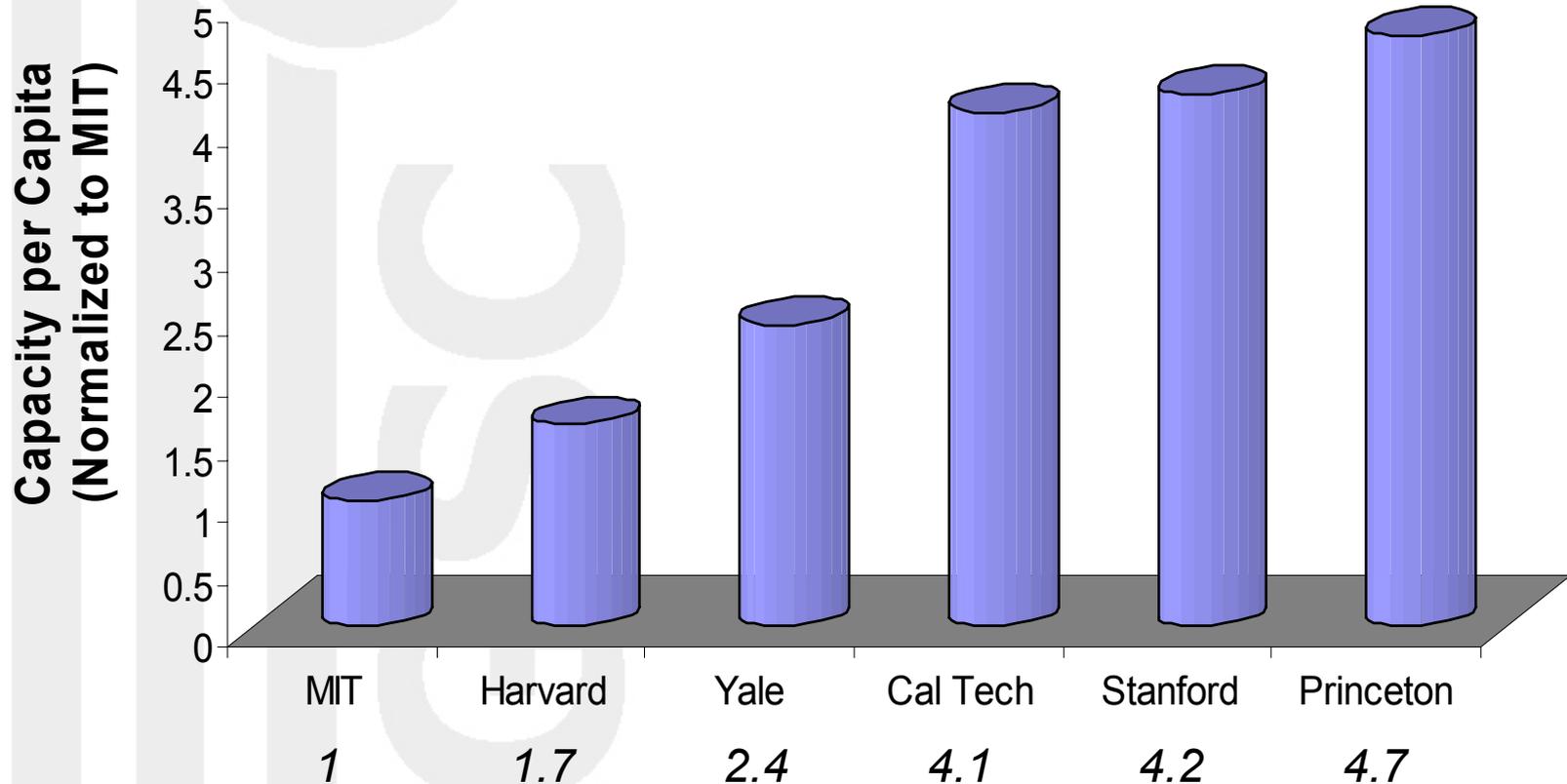
MIT Child Care - Capacity

- **Even if...** you assume you only want childcare for the **40%** who need it (based on neither parent being at home)
- **Even if...** you assume that only **66.9%** of those are under the age of 5
- We **need 180 day care spots** just for the children of graduate students! *(note: this is the lower bound)*
- **However:**
 - MIT only has a child care capacity of **127**
 - This capacity is shared between Faculty, Staff, and Students!
 - Only **27** slots are currently held by the children of graduate students in the MIT TCC system



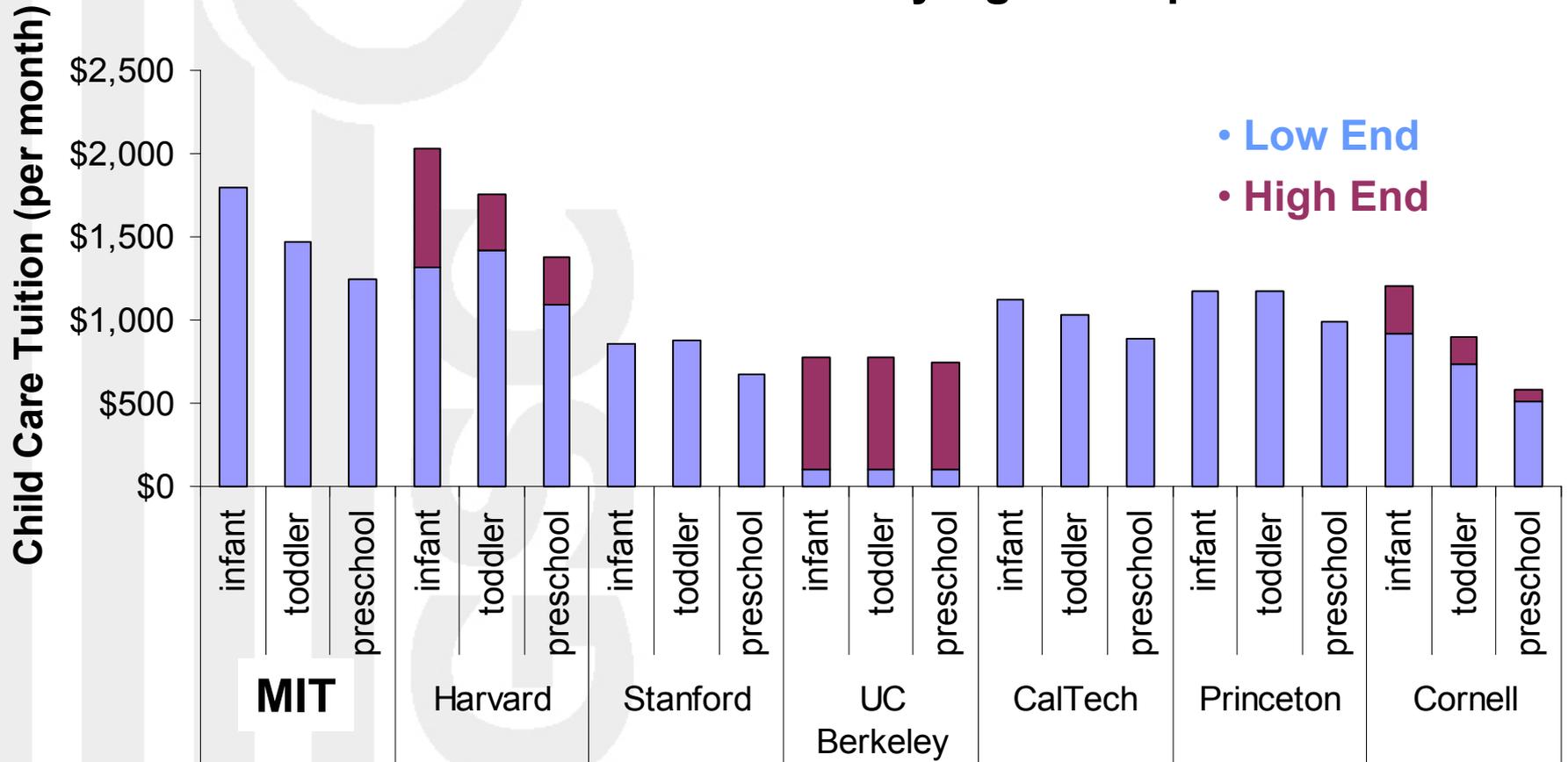
MIT Child Care - Capacity

Relative Capacity Per Capita (Grad Students)

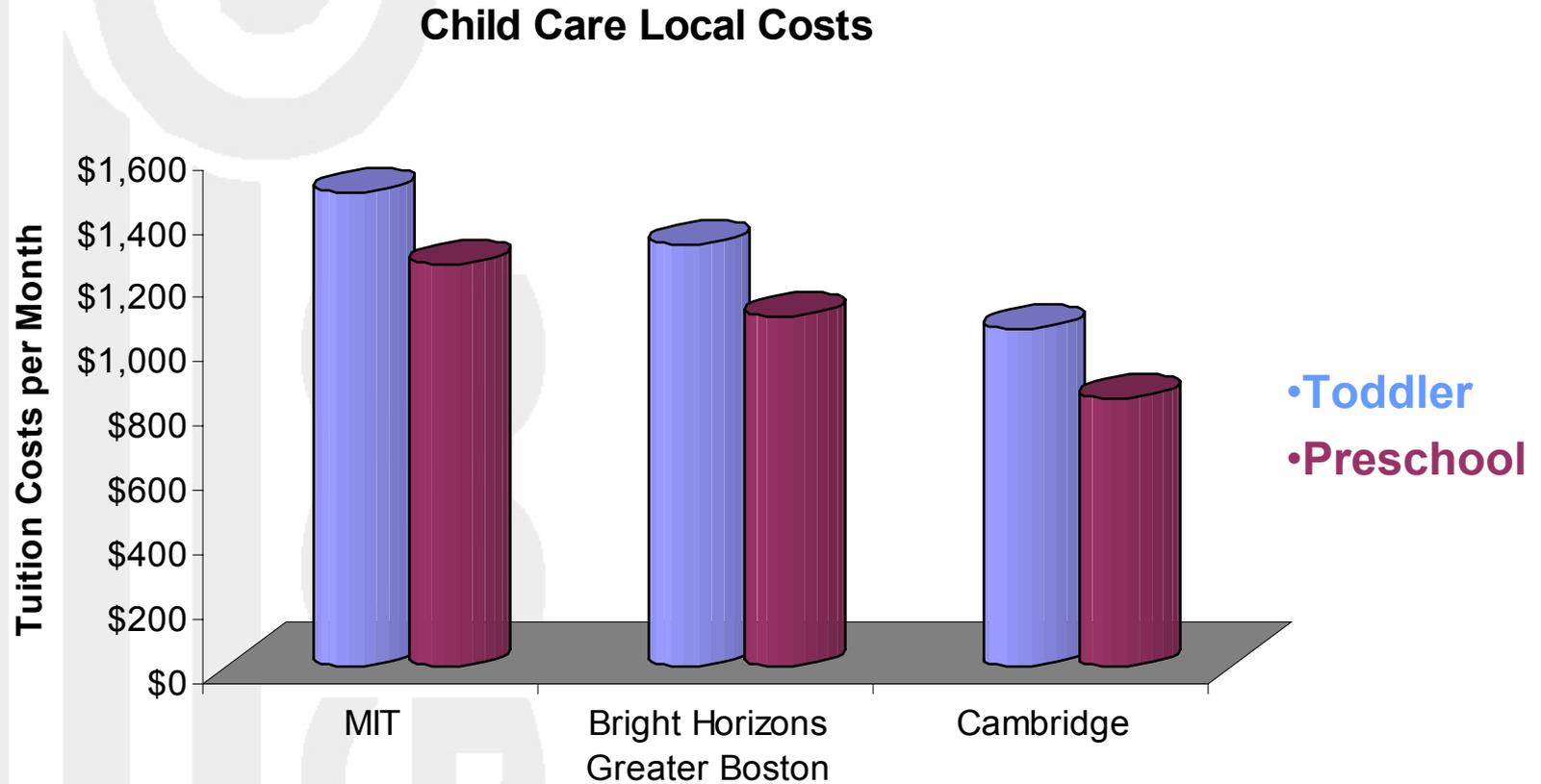


MIT Child Care – Cost Comparison

Child Care Costs by Age Group



MIT Child Care – Local Costs



Sources: MIT TCC, DCC Database
(All costs are for full-day, 5 days/week)



MIT Child Care – Capacity Recommendations

- **Increase Child Care Capacity**
 - Still need to meet the Provost's commitment to increase total capacity by **150 slots**
 - The Stata TCC added **74**
 - We've got **76** still to go!
 - Continue to look for ways to increase capacity through additional center-based space and other childcare mechanisms...



MIT Child Care – Capacity Co-op Progress

- Progress since last year's meeting with regards to a Child Care Co-op at MIT
 - The MIT Center for Work Family and Personal Life, in conjunction with the Child Care Advisory Committee and student volunteers, are planning to announce a fully-developed co-op at Westgate in **June 2005**.



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MIT Child Care - Scholarship

- In 2004-2005, 15 families received the scholarship out of 44 eligible families who applied.
 - **29 eligible families were turned down.**
- Scholarship awards are based on income.

Example family	Monthly tuition	Monthly Scholarship	Family pays
high income family, 2 days a week	\$750	\$111 (15%)	\$639
low income family, 5 days a week	\$1250	\$774 (60%)	\$476



MIT Child Care - Scholarship

- The 2004-2005 student scholarship fund **was \$100K**
- The fund was insufficient to provide for 29 eligible student families
- MIT Center for Work, Family, and Personal Life suggests the scholarship fund should be on the order of \$300k to meet the eligible student need

In order to address current need,
the upcoming 2005-2006 student scholarship pool
should be expanded to \$300K



MIT Child Care - Scholarship

- Allocation of scholarship should be optimized with regards to equitable distribution and prioritization
- The TCC Childcare Scholarship Pool may be directly incorporated into the operating budget
 - Funds received through the scholarship is distributed via Payroll and TAXED (about 12%!)
 - Other schools use a model where the tuition is based on income
 - *Funds could be directly applied to reduce tuitions for grad students*



MIT Child Care - Recommendations

- **Other Recommendations**

- Center-based child care is not the only solution
- Help MIT graduate students w/ family help themselves by
 - **Supporting the Westgate Co-op**
 - **Promoting Family Child Care (FCC)/Childcare rotation plans**
 - **Working with local businesses on affordable daycare collaborations (Ex. Novartis)**
 - **Emergency Childcare Options (Ex. Harvard)**



Medical Care / Health Insurance

- **Prior to last year, the rising costs of health insurance put many students in a very dire position**
 - SEIP subsidy and rate control went a long way to improve the situation for graduate students with families, and MIT students in general!



Medical Care / Health Insurance

- **The SEIP Subsidy and the reductions to spouse and dependent rates have resulted in much more affordable insurance**
- Currently, there are no indications that the SEIP costs will rise significantly for '05-'06

Subscriber	2003-2004 Rate	2004-2005 Unsubsidized Rate	2004-2005 Subsidized Rate
Student	\$1,440	\$1,440	\$0
Student/Partner	\$4,992	\$3,000	\$1,560
Student/Partner/Children	\$6,240	\$4,350	\$2,910
Student/Children	\$2,688	\$2,000	\$560



Medical Care / Health Insurance

- Recommendations
 - **Keep up the good work!**
 - Medical Care at MIT is currently under review by the Health Care Task Force
 - Please keep the insurance rates affordable and continue to remember the needs of families



Non-Discrimination

- **The MIT Admissions/Nondiscrimination Policy should be amended to include marital/partnered and parental status as protected categories.**
 - Students have raised concerns that they have been discriminated against for funding or research positions due to the fact that they were married and/or have children.



Non-Discrimination

- **This language, protecting a vulnerable subset of the MIT population. should be added because it:**
 - Brings MIT into compliance with existing Massachusetts State Law;
 - Offers needed protection for persons who tend to be discriminated against for positions or funding due to perceived “unnecessary or voluntary external commitments,” protection consistent with that offered by MIT to others already recognized in MIT’s policy;
 - Endorses MIT’s goal for a welcoming environment with equal opportunity for education, research, and advancement;
 - Will help MIT attract and retain talented students, faculty, and staff; and
 - Underscores MIT ’s leadership role among major universities in providing a supportive and nurturing environment for students, faculty and employees.



Non-Discrimination

- **Proposed Change to the MIT Admissions/Nondiscrimination Policy**
(<http://web.mit.edu/policies/7.1.html#7.1.1>)

The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, [*marital or partnered status, parental status,*] sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.



Recommendations Summary

- **Housing**
 - More capacity on-campus for families – with this addition, give entering family students the same priority as entering single students
 - More affordable off-campus housing
 - Maintain on-campus housing at high quality
- **Child Care**
 - Short Term:
 - Increase scholarship funds
 - Continue support for self-help programs such as the Co-op
 - Long Term:
 - Optimize scholarship fund utilization
 - Explore alternative methods of supporting diverse childcare options
 - More capacity in MIT Centers
- **Health Care**
 - Keep up the Good Work!
- **Support change to Non-Discrimination Policy**



Thank You!

- Questions?



Appendix: Spouse/Partner Info

- Students with Spouses or Partners
- Students with Spouse/Partner and Dependents

