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Open Letter to the Kent State University Provost's Office regarding the Child Development Center

Subject: Faculty and Staff need the University to support the Child Development Center and ensure its continued operation

To: Interim Provost Melody Tankersley, Associate Provost for Faculty Affairs Sue Averill, and Interim Associate Provost Manfred Van Dulmen

CC: Amoaba Gooden, Interim Vice President for Division of Diversity
Monica Miller Marsh, Director of Research and Pedagogy, Child Development Center
Jenny Marcinkiewicz, Director of the Center for Teaching and Learning
Todd Diacon, President
Mark Polatajko, Vice President, Business and Finance

Dear Provost Tankersley, Associate Provost Averille, and Associate Provost Van Dulmen,

We write to urge the University to ensure the continued operation of the Kent State University Child Development Center (CDC), by guaranteeing it financial support if tuition revenue is insufficient and by allowing it to remain open when the campus moves to fully remote instruction. The CDC provides amazing early education to over 150 children from 18 months to 6 years.

The CDC is in a critical situation due to COVID-19, because the state has dramatically lowered the number of children that can be in the classroom, and because the University will require it to close if university classes go online. These new restrictions greatly limit the ability of the CDC to support itself financially. While we appreciate the University support of the CDC through providing the building, maintenance, and salary for some administrators, more financial support is needed. The University's requirement that the CDC be largely financially self-sufficient ignores the essential service that it provides to University faculty and staff, who depend on it for high quality child care that enables them to do their jobs. The CDC also provides valuable training opportunities for our highly-regarded Early Childhood Education students, as well as providing care for students' children.

The University should guarantee that the CDC continues to provide these important benefits for the 2020-2021 academic year, by ensuring funding to meet the CDC's operating costs if revenue falls short. This is a critically urgent situation because the CDC is asking parents to commit full tuition for the semester, with a deposit by July 17th. Without assurances that the

CDC will open, and remain open as long as it is safe to do, parents may be unable to make that financial commitment.

We also urge the University to allow the CDC to continue to offer in-person childcare whenever the University moves to fully remote instruction, if it is safe to do. Faculty and staff will continue to need childcare for the duration of the semester in order to effectively do our jobs. Small children cannot take advantage of extended online learning opportunities and require constant supervision, making it extremely difficult for employee parents to perform up to our normal standards.

Without full-time childcare, faculty and staff cannot deliver high quality teaching and student support, much less continue to produce scholarship and contribute to service responsibilities. Our experience in Spring 2020 has made this abundantly clear. During this public health crisis, university faculty and staff are more dependent on the continued operation of the CDC than ever, as other childcare options have become increasingly limited. Similarly, education students lose an excellent training opportunity offered by student teaching at the CDC.

If the CDC closes mid-semester, or fails to open, faculty and staff may be forced to utilize FMLA to care for their children. This is far from ideal, as we expect that this public health crisis may last more than one semester and that some of us may end up needing to use FMLA for our own health. Potentially having multiple faculty and staff invoke FMLA represents a tremendous disruption to the University and to the students that we serve.

In the long-term, the CDC should be seen as a valuable asset to the University community beyond just serving as a training center for education students. Currently, the CDC does not provide care for infants and younger toddlers, and there are gaps in care that do not recognize that faculty and staff need regular childcare, not just when classes are in session. Investment in the future of the CDC will ensure that it remains a benefit that helps attract and retain faculty and staff, and bring Kent State University in line with the childcare offerings at our peer and aspirational institutions. Furthermore, the CDC has become a powerful center for research, with multiple research projects from multiple colleges taking place there. It is also a leader in providing International Baccalaureate education to our youngest learners as well as high quality education more broadly.

Flashes Take Care of Flashes. As Flashes, we are asking the University to take care of CDC families during the disruptive experience of COVID-19, so that we do not have to choose between taking care of our children and taking care of our students.

Sincerely,

[Scroll down for signatories]

To join us and sign the letter: please fill out the Google form:

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Parents of current CDC children

1. Dr. Anne Jefferson, Associate Professor, Department of Geology
2. Dr. Jennifer Mapes, Associate Professor, Department of Geography
3. Dr. Rebecca Catto, Assistant Professor, Department of Sociology
4. Dr. Elizabeth Kenyon, Assistant Professor, School of Teaching Learning and Curriculum Studies
5. Dr. Chris Rowan, Assistant Professor, Department of Geology
6. Dr. Andrew Scholl, Assistant Professor, Department of Geography
7. Dr. William P. Bintz, Professor, Literacy Education, TLC
8. Mrs. Jenny Dillon, current CDC teacher and parent, KSU alum
9. Dr. David Costello, Associate Professor of Biology
10. Dr. Metin Eren, Assistant Professor, Anthropology
11. Amanda Faehnel, Associate Professor, University Libraries
12. Dr. Enrico Gandolfi, Assistant Professor of Educational Technology
13. Gina Hiser, Annual Giving, Institutional Advancement
14. Dr. Rhonda Hylton, Assistant Professor, Teaching, Learning and Curriculum Studies
15. Nicholas Johnson, KSU Staff
16. Dr. Lauren Kinsman-Costello, Assistant Professor, Biological Sciences
17. Michael Oravec, Doctoral Candidate, College of Public Health
18. Natalie Pillsbury, WKSU
19. Dr. Christa J. Porter, Assistant Professor, Higher Education Administration
20. Dr. Rouzbeh Razavi, Assistant Professor of Management & Information Systems
21. April Sharp, graduate assistant and mother of cdc student
22. Dr. Kamesha Spates, Associate Professor of Sociology
23. Kathryn Strand, Associate Professor of Architecture
24. Dr. Clarissa Thompson, Associate Professor of Psychological Sciences
25. LeighAnn Tomaswick, KSU employee at Center for Teaching & Learning
26. Jason Turnidge, Adjunct Professor Architecture
27. Laura M. Wiedenfeld, PhD Student
28. Jordan Bilich, MA, former graduate student in the Department of Mathematical Sciences
29. Vicki Church, parent, KSU Alum
30. Kara Kramer, parent of current and former CDC students, grand/daughter of alumni
31. Janice Kreitz, parent, KSU Alum
32. Brittany Lavanty, MA, former Clinical Research Assistant in the department of Psychological Sciences
33. Cami & Jarrod Barber
34. Amber Bradley
35. Daniel Bradley
36. Giulia Cerasi
37. Jason Church
38. Michael Conway
39. Angela Eastman
40. Megan Evans

41. Andrew Evans
42. Andy Hiser
43. Michelle Johnson
44. Christopher Mathis, MA, CRC
45. Dr. Adonia Porto
46. Michael Porto
47. Mr. Dave Shannon
48. Colin Shannon
49. Patrick Shannon
50. Clara Totten

Parents of former CDC children

51. Tara Smith, Professor of Epidemiology
52. Gregory Tinkler, Ph.D., Associate Professor NTT
53. Dr. Christie Bahlai, Assistant Professor, Biological Sciences
54. Dr. J. Zach Schiller
55. Dr. Jennifer Walton-Fisette, Director of Teacher Education and Professor of Physical Education & Sport Pedagogy
56. Eriko Tanaka, Japanese Lecturer
57. Mindy Mattingly Uhrig, Associate Lecturer, Dept. of English
58. Professor Gianna Commito
59. Tracy A. Laux, Vice-Chair, Faculty Senate; President, FTNTT Unit AAUP-KSU; Senior Lecturer, Mathematics
60. Dr. Monica Lott, KSU- Geauga Writing Tutor and KSU alum '13
61. Karin Coifman, Associate Professor, Psychological Sciences
62. Tricia Niesz, KSU faculty member
63. Dr. J. Derek Kingsley, Exercise Science/Physiology
64. Dr. Joseph D. Ortiz, Professor of Geology
65. Dr. Hayley Arnold, Associate Professor, Speech Pathology and Audiology
66. Dr. Alison J. Smith, Dean, Honors College
67. Kathleen Siebert Medicus, Associate Professor, University Libraries
68. Heather Caldwell, Professor of Biological Sciences, KSU
69. Dr. Linda Hoepfner-Poling, Associate Professor of Art Education
70. Shannon Christen-Syed, Lecturer, English & Pan-African Studies
71. Cassandra Pegg-Kirby, Director, Women's Center
72. Dr. Sonya E. Irving, Associate Professor of Mathematics Education
73. Hye-Shim Yi, Assistant Professor of Art History
74. Dr. Clare Stacey, Department of Sociology
75. Dr. Andrea Case, Associate Professor of Biological Sciences
76. Dr. William Merriman, Professor, Dept. of Psychological Sciences; Director, Child Language & Cognition Lab
77. Dr. Katie Knapp, Associate Professor of Education and KSU Alum
78. Isabel Farnsworth, Associate Professor of Art

79. Heather Ryan, Senior Advisor I, College of Aeronautics & Engineering
80. Dr. Rhonda Richardson, Professor Emeritus, Human Development and Family Studies
81. Megan Odell-Scott, Graduate Student
82. Mustary Mariyam, former CDC Associate Teacher, KSU doctoral student
83. Hannah Weber, KSU ECE Student, former field student at the CDC, student employee at the CDC
84. Rishita Khan, KSU student
85. Eileen West, CDC Ambassador, former CDC parent
86. Alise Rafoth former KSU Student/ former employee
87. Mrs. JoAnna Schofield, KSU alum
88. Greta Powell, KSU alum
89. Amanda Ennis, KSU alum
90. Kathleen Wiler KSU alum and parent of 2 CDC students
91. Marne Jo Patterson Brunner, KSU alumna, mom of 4 CDC kids
92. Nicole Husted, KSU Alum, former CDC employee
93. Katherine Merlene, KSU Alum
94. Ronna Johnson KSU alum and CDC parent
95. Jennifer Barber, KSU Alum
96. Jennifer Justice, Teacher in Stow-Munroe Falls, KSU Alum, Parent of 3 CDC Alums
97. Lisa Bettinger, CFNP, MSN, RN, KSU alum
98. Mindi Papania, KSU alum
99. Jessica Gardner
100. Mr. Brian T. Gardner
101. Tom and Kathryn Mahon
102. Shannon Wade
103. Nicholas Wade
104. Josh and Jolyn Kelling
105. Dr. Suleyman Akcil
106. Nicole Watson, CPA, MBA
107. Dr. Kristy Welshhans
108. Justin M Leigh
109. Dr. Donna L. Witter, parent of two former CDC students
110. Jill Hazelton RN MSN, Parent of 2 former students
111. Lynn Gregor Hassler
112. Dr. Shannon Zentall
113. Dr. Jen Yensel
114. Joe Yensel, owner of The Cole Center
115. Kathy M. Scott
116. John Wiler
117. Dr. Kathleen O'Dell
118. Carter Pfile
119. Pamela M. Komer
120. Taylor Bettinger

121. Gavin Gray
122. Tracy Y. Pawlikowski
123. Cynthia Howard
124. Katie Woolsey
125. O Hamzeh
126. Dr. Jacob Goldberg
127. Jason and Amy Scherer, parents of two CDC students
128. Jay Davis
129. Bernhard Dirska
130. Alisa Tarnovich
131. Clay Pickering
132. O Hamzeh
133. Hilda Pettit
134. Dr. Kenneth Cushner
135. Hyla Cushner
136. Dr. Inga Winkler
137. Bjorn Lussem
138. Scott Olson
139. Lis Regula
140. Kelly Hambly (mother of Lila Ferry, former student)

Other supporters of the CDC

141. Marianne Martens, Ph.D., Associate Professor, iSchool
142. Dr. Jennifer Taber, Assistant Professor of Psychological Sciences
143. Christopher Dum, Associate Professor
144. Dr. Mary Himmelstein, Assistant Professor
145. Matthew Crawford, Associate Professor of Hlstory
146. Kelly Thomasson, Administrative Secretary, Geology
147. Dr. Sara Koopman, Assistant Professor of Peace Studies
148. Dr. Johanna Solomon, Assistant Professor of Peace and Conflict Studies
149. Dr. Bridget Mulvey, KSU Associate Professor of Early Childhood Education and
Science Education
150. Melanie Renee Roll, Lecturer, Art History
151. Raven Shannon, faculty member at the Kent State Child Development Center
152. Athena Salaba, PhD, Professor, iSchool
153. Taryn McMahan, Associate Professor of Studio Art
154. Dr. Heather Soyka, Assistant Professor, iSchool
155. Virginia Dressler, Digital Projects Librarian
156. Susan Roxburgh, Professor, Sociology
157. Dr. Sarah Smiley, Associate Professor of Geography
158. Dr. Susan Fisk, Assistant Professor of Sociology
159. Prof. Tammy Clewell, Professor of English, KSU
160. Kim Hauge, Director, Employee Wellness at Kent State

161. Julie Vandegrift, Institutional Advancement
162. Dr. Karl Kosko, Associate Professor @ Kent State
163. Dr. Shannon Navy, Assistant Professor of Science Education, KSU faculty
164. Dr. Barbara George, Kent State - Salem Campus
165. Dr. Janice Kroeger, Associate Professor, School of Teaching, Learning, and Curriculum Studies
166. Sherri Stephens, KSU Staff Member
167. Dr Tina Bhargava, Kent State University Public Health
168. Emily Jones, Teacher Assistant, KSU Undergraduate Student
169. Hannah Weber, KSU ECE Student, former field student at the CDC, student employee at the CDC
170. Jordan Entler, KSU ECE Student
171. Ashley Chase, KSU Student
172. Ms. Makayla Jackson, KSU student
173. Alyssa B., Current KSU Student
174. Alexis Bishop, Student of Kent State University
175. Makenna Abell, student
176. Emily Spitale, KSU Student
177. Amy Messmore, KSU student
178. Michelle Rivers, KSU graduate student
179. Emmett Drugan, MA, KSU graduate student
180. Katelyn Baker, KSU student
181. Makenna Abell, student
182. Emily Ortloff- KSU student
183. Melissa Booher, KSU student
184. Sage Luedke, KSU student
185. Stephen Graham, student
186. Dr. Sabine Gerhardt, Professor Emeritus
187. Carolyn Galizio, retired CDC teacher
188. Mrs. Jenny Lampe, Former CDC Teacher
189. Rachel Beeman, former CDC teacher & friend of the CDC
190. Jodi Monaco, KSU alum, former CDC toddler Teacher
191. Amanda Brace, Ed.S, LSC, LPCC-S, former student teacher in Room 1, 3rd generation KSU Early Childhood Education Alum,
192. Alyssa Duncan, Teacher, former employee and field student
193. Jennifer Schoenherr, Kindergarten teacher, former CDC employee, KSU alum
194. Angela Minichello- Intervention Specialist, KSU alum, former CDC teaching assistant
195. Abigail Recker M.Ed. KSU alumni & CDC field student
196. Regan Dieter- former field student at CDC
197. Valerie Weimer, KSU Alum and Former CDC employee
198. Mallory Henry, former CDC teaching assistant & KSU Alum
199. Holly Schwartz- Intervention Specialist, KSU Alum, Former Associate Teacher and teaching assistant at KSU CDC

200. Kelly Baldwin, teacher; KSU ECED grad & past CDC teacher
201. Shannon Walsh, ECED Graduate and former CDC employee
202. Carolyn Matovina, KSU Alum, former CDC employee
203. Allison Lebo, KSU alum, former CDC employee and pre-service teacher
204. Shannon Lyle, KSU alum/ CDC student teacher
205. Tabatha Taylor, KSU alum and former CDC Teacher
206. Patricia L Eickhoff M Ed. KSU Alum and previous student teacher in the P.I.T. program at the CDC
207. Mary Beth Ibos, KSU Alum, CDC TA 2015-2017
208. Chelsea Jeffers, KSU alum, former CDC teacher assistant, former CDC field student
209. Mrs. Molly Butler Bonamico, former CDC student teacher, KSU Alum
210. Haley Galaska, KSU alum, former field student
211. Dr. Erin West, Assistant Professor of Counseling, University of Texas at Tyler, KSU and CDC Alum
212. Carmen Barbuto, MPA (KSU Alum & CDC Alum)
213. Jessica Marzi, KSU ECE graduate 2007
214. Becky DeRosa, KSU Alum, ECED graduate
215. Liz Stratford, KSU ECED alum
216. Brittney Buzaki, KSU ECED alum
217. Samantha Snyder, KSU Alum of the Early Childhood Education program
218. Emily Herman, KSU ECE alum
219. Skye Rike, KSU ECED Alum
220. Mrs. Taylor Smith KSU ECED alumnus
221. Gabrielle Ball, KSU Early Childhood Education Alum
222. Emily Ingersoll, KSU ECED alum
223. Miss Madison Okray, KSU Early Childhood Education Alum
224. Cailin Tsangaris, KSU Alum 2015, Early Childhood Education Major
225. Katlyn Yen, KSU ECED alum
226. Lauren Happ, KSU Early Childhood Alum
227. Jessica Rotondo, MEd, KSU Alumni
228. Amber Hardwick, M.Ed, KSU alum
229. Allison McGhee M.Ed, KSU alumna
230. Miss Brittany Currie, 3rd Grade Tallmadge Teacher, KSU Alum
231. Mrs. Melanie Burkhart, classroom teacher, KSU alum
232. Lydia Shivers, KSU alum, 3/4 informal teacher Barrington Elementary
233. Kate Misconish, KSU Alumna and current Kindergarten Teacher
234. Gail Minichello, KSU alum and parent of former staff member/KSU alum
235. Mark Miller, KSU Alum and former student employee
236. Rachael Neurock, KSU Alumni
237. Andrea Briggs, KSU alum
238. Brandy Richmond-Smith, KSU Alum
239. Dr. Mark Rhodes, Assistant Professor of Geography - Michigan Tech, KSU alum
240. Mrs. Allison E Kanzler, KSU alum

241. Lisa Popa, KSU alum
242. Sarah Pilarski, KSU Alum
243. Leslie Huffman, KSU alum
244. Bethany Stovicek, KSU Alum
245. Katie Phillips, KSU alum
246. Nate Provance, KSU alum
247. Hannah Piazza, KSU alum
248. Robin Shannon, KSU Tuscarawas Campus alum
249. Gabrielle Powers, KSU alum
250. Adam and Rebecca Harder, KSU alums
251. Ms. Carly Warnock, KSU alum
252. Braylee Gerber, KSU alum
253. Ashley Raffa, KSU alum
254. Peggy Brooks, MSN, KSU alum
255. Kelsey Canonge, BSN, RN, KSU alum
256. Chloé Ellis, KSU Alum/previous employee
257. Jennifer L. White, MSN, RN; KSU alum
258. Emily Sobinovsky KSU alum
259. Barbara Barkley, KSU Alum
260. Chelsea Fredrick RN BSN, KSU alum
261. Rebecca Gilroy Uzl, KSU Alum 2013
262. Allie Malloy, KSU Alum
263. Alia Janmey, KSU Alum
264. Stephanie Stevens, KSU alum
265. Natalie Hutson, KSU alum
266. Allyson Ptak M.Ed, KSU alum
267. Melissa Zajc, KSU alum
268. Jacob Dunwiddie, KSU Alum
269. Rebecca Verbus, KSU Alum
270. Anna Parks KSU alum
271. Megan Wemyss- KSU Alum
272. Megan Nitzsche, KSU Alum
273. Jessica Haren, KSU Alum
274. Stacy Biltz, KSU alum
275. Marisa DiPenti - KSU Alum
276. Sarah Sebrell, KSU alum
277. Celia Hubert, KSU alum
278. Kara Gruver, KSU Alum
279. Jensen Murra, KSU alum
280. Morgan Schell, KSU alum
281. Heather Gonzalez, KSU Alum
282. Bailey Bury- KSU alum
283. Robin Clark, KSU alum

284. Justine Zaborowski KSU alum
285. Angela Cieslarski KSU alum
286. Natalie Conrad, KSU Alum
287. Chloe Niesz Kutsch, Former CDC Student
288. Claire Laux, former CDC student
289. Brianna Smith, CDC alum 1985
290. Elisabeth Lynne, CDC alum
291. Hunter Butkovic, former CDC student
292. Thomas and Deborah Baird
293. Diane Mattingly
294. Ms. Tracy Gillispie
295. Joan Hoffman MSN
296. Amanda Toney
297. Jennie Pexa, BSN, RN
298. Brooke Gray
299. Molly Porto aunt of Adonia Porto PhD
300. Alicia Burkle
301. Jennifer DeLeva
302. Susan Thomas
303. Amanda Cox
304. Amber Burgess
305. Allison Sly
306. Carlyn Marazzi
307. Lisa Pride
308. Kayla Jessie
309. Mark McKenna
310. Gianna Piocquidio
311. Alexis Morrison
312. Michaela Watkins
313. Tyler Summers
314. Jackie Smith
315. Stone
316. Justin Smith
317. Sherry grimm
318. Kaylee Edwards
319. Kristin Davis
320. Bell
321. Lindsey Siegel
322. Denise Patay
323. Michele Garrett
324. Angela McNeeley
325. Shana Klein Reisig
326. Carter Pfile

327. Hannah Weber
328. Denver Cody
329. Amy Weber
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332. Alex Antoine
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334. Luke Sutton
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337. Rheta Weber
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339. Corbin Coffman
340. Alaina Swope
341. Joey Jarvis
342. Kimberly Kelly
343. Thomas Gauerke
344. Virginia Bowman
345. James Magness
346. Alyssa Landis
347. Rita DeRosa
348. Naomi Pruitt
349. Michelle Shannon
350. Allie Billingsley
351. Allee Faist, BSN, RN
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353. DeShaun Anderson
354. Brittney Brenly
355. Candace E. Kelly
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358. Jake Waller, UA alum
359. Rhonda Porcher
360. Rachel Ramsey
361. Hunter Porcher
362. Noah Perrin
363. Joe Paolucci
364. Rose Glanville
365. DeShaun Anderson
366. Naomi Pruitt
367. Payton Breehl
368. Mckenna Jordan
369. Virginia Bowman

370. Syarria Stafford
371. T Ramsey, RN
372. Haley Dieter
373. Alli Rimer
374. Lori mercer RN
375. Amie Fankhauser
376. Lisa Jennings
377. Sarah McClinsey (Hurd)
378. Jamison Shannon
379. Katherine L Cox
380. Stephen L Cox
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382. Dr. Bethany Simunich
383. Lana R Thompson
384. Mckenna Jordan
385. David Shannon
386. Daniel White
387. Mrs. Christina Cooper
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389. Mckenna Jordan
390. Paige Cleavenger
391. Joey Jarvis
392. Jackie von Spiegel
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394. Gavin Gray
395. Robin Taylor
396. Brian Chojnowski
397. Kayla Jessie
398. Jennifer Mani
399. Autum Madden
400. Margaret A Barzellato
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402. Kelly Hicks
403. Daniel White
404. Elizabeth Bruner
405. Laurie Kidwell
406. Anna mase
407. Jerri Lynn Livolsi
408. Dr Jimmy tran
409. Rachel W.
410. Tammy Nesselrotte, parent of KSU alum: Holly Schwartz. friend to Dr. Adonia
411. Mrs. Rachael Glick
412. Sarah Casias, friend of former KSU alumni

- 413. Corbin Coffman
- 414. Mrs. Monica Ellis
- 415. Sonya Shafer
- 416. PAVNEET KAUR
- 417. Nicole Beaver
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- 420. Rheta Weber
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- 422. Pamela J. Sollie
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- 424. Paula Rose
- 425. Alissa Colella
- 426. Jysseca Hardwick
- 427. Robert DeKnight
- 428. Nicole Lee
- 429. Melissa Berlin
- 430. David A. Crouse
- 431. Gavin Gray