Work-Life-Family 2007-2008 (taken from ADVANCE Annual Report)

The Work-Life Committee was very active this year and made significant inroads in University awareness toward work-life issues.

**Work-Life Administrators’ Breakfast Summit** meeting was held October 18, to correspond to Work & Family Month in the Workplace, sponsored by the Alliance for Work-Life Progress. The President spoke in support of work-life initiatives and the work of ADVANCE. The meeting was very well attended by 40 administrators, some of the highest ranking at the University, and resulted in a heightened awareness by the URI community. One example of this is the updating of the URI Human Resources webpage to include a link to Work-Life Resources and to the ADVANCE Work-Life-Family website.

**The URI Lactation Program.** ADVANCE PI Barbara Silver and co-PI Helen Mederer received an $80,000 grant from the Elsevier to establish a lactation program at the University. This includes policy development, outfitting and bringing several sites online, providing education and community awareness, and developing a model program to take to regional schools. Site renovation for the first room in the ADVANCE Center was completed in the spring. However, since the ADVANCE office was moved over the summer because of a request from the Vice President for Research, who desired the space, the outcome of this newly renovated lactation facility is to be determined. A second site was opened in the Memorial Union. Future sites have been identified for future openings. A University Lactation policy has been completed, reviewed, and is going through University approval process (draft available in Appendix E). We expect approval by end of the summer. We are working with the Rhode Island Health Department and Lactation Consultant. Brochures, a press release, and brown bag lunches in the fall are planned to help announce the program.

**Dual Career Policy.** After many delays, the Dual Career Policy was approved in December and finalized in February. It can be found in Appendix F. An article in the AAUP newsletter advertised the policy. Brochures have been produced and a press release is also being pursued.

**Child Care.** A subcommittee has been formed to explore the possibility of reopening a space on campus for drop-in child care, possibly as a bilingual facility. This is in an early stage, and will likely take several months to accomplish.

**Work-Life Series of Events.** The planning for a work-life conference evolved into a month-long series of events, rather than a single event. The series included 6 events and was launched at the end of February at the Rhode Island State House where a Senate Resolution acknowledging the importance of work-life balance in the Rhode Island workforce was passed. The full text can be found in Appendix G. Other events included brown bag and topical lunches, presentations by outside speakers, and a movie-discussion night. A policy panel was changed to a presentation to the Work-Life Committee due to illness of one of the speakers. The calendar for the month can be found in Appendix H.

**Parental Leave.** Helen Mederer met with the AAUP Negotiating Team with a revised and improved parental leave policy to be negotiated during the fall 2007. The policy was revised to include children under 16 rather than under 12; however other progressive changes we were hoping for were not included.
ADVANCE Day October 3, 2008. To review and honor the accomplishments of ADVANCE, the Leadership Team is planning a day of activities in October. The highlight will be a keynote address by Joan Williams, legal scholar focusing on caregiver discrimination in the workplace. Williams will also meet with administrators, Human Resources, legal counsel, chairs, and STEM women in an effort to increase campus awareness about this issue. Williams is coming to URI through a generous donation to the ADVANCE program from a local family.

Accomplishments 2007-2008

- Dual career guidelines approved
- Work-life Administrators Breakfast sponsored
- Work-life series of events conducted
- Rhode Island Senate Resolution passed
- Receipt of $80,000 Elsevier Foundation grant to develop a Lactation program out of the ADVANCE office
- Lactation policy submitted to Administration for approval
- Two lactation sites opened; more designated
- Work-life series of brochures produced (child care; dual career; work-life at URI general overview; family leave; lactation facilities; Work-Life-Family website overview
- Child Care subcommittee formed
- Joan Williams to visit ADVANCE Oct. 3, 2008