**WORK-LIFE ACTIVITIES 2008-2009 (adopted from the ADVANCE Annual Report)**

The Work-Life Committee remains the most active of all ADVANCE committees and promises to continue to make strides into the future. Barb Silver, ADVANCE PI and Director, will assume the position of Research Coordinator at the Schmidt Labor Research Center (http://www.uri.edu/research/lrc/) and will develop a research program in work-life research there.

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<tr>
<th>Work-Life Committee</th>
<th>ADVANCE LT Members</th>
<th>Faculty/Staff members</th>
<th>Student Members</th>
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<tr>
<td>Helen Mederer,</td>
<td>Laura Beauvais,</td>
<td>Aimee Phelps Lee, MA</td>
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<tr>
<td>Mercedes RiveroHudec</td>
<td>Professor,</td>
<td>candidate, Human Resource Management</td>
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<tr>
<td>Barb Silver</td>
<td>Business Administration; Matthew Bodah, Ass't Director, Schmidt Labor Research Center; Dorothy Donnelly, Professor, English; Roxanne Gomes, Acting Director, AA/EOEO; Bobbi Koppel, Director, Career Services; Richard Scholl, Director, Schmidt Labor Research Center; Jessica Sherwood, Women in Sociology; Carolyn Sovet, Director, Women’s Center; Jen Longa-Moio, Violence Prevention Program Coordinator; Karen Sherman, Ass'st Director, Housing &amp; Res. Life; Laura Kenerson, Director, Personnel, HR</td>
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**Permanent Work-Life Committee.** In January 2009, President Carothers approved a request that the committee become a permanent standing committee under the Vice President of Administration.

**Work-Life Specialist Position.** We have worked with the Vice President for Administration and Human Resources to establish a permanent position in Human Resources. This request was approved, but because of severe staffing shortages and a hiring freeze, this position has been put on hold for the year.

**The URI Lactation Program.** There are now four lactation rooms at URI, with two more planned. Two of these are on the Kingston campus, one on the Providence campus, and one on the Narragansett Bay campus. Another room is included in the construction plans of the new Pharmacy Building, to open in 2011. In the spring of 2009, URI applied for the Rhode Island Breastfeeding Friendly Workplace Award, sponsored by the RI Dept. of Health, and was honored with the award at the Gold level. A celebration of this award will occur on “Work-Life Day” in October 2009. A University Lactation Policy was approved in January 2009 (attached) and we have advertised the program widely, including in a press release (attached).

**Dual Career Policy.**

The URI Dual Career Policy was chosen to be included as an example from which other universities can model their own dual career programs in the following publication:

University, Stanford, CA.

**Work-Life Events.**

- **ADVANCE Day**, October 3, 2008. To review and honor the accomplishments of ADVANCE, a day-long series of events were scheduled (see attachment). The highlight was a keynote address by Joan Williams, legal scholar focusing on caregiver discrimination in the workplace. Williams also met with administrators, Human Resources, legal counsel, chairs, and STEM women in an effort to increase campus awareness about this issue. Williams came to URI through a generous donation to the ADVANCE program from a local family.

**Work-Life Presentations**

- Mederer, H., Sherwood, J., & Silver, B. *Gender Structure in Developing a More Family-Friendly University Workplace.* Presented at the Association for Humanist Sociology Annual Meeting, November 8, 2008, Boston, MA.

**Work-Life Accomplishments 2008-2009**

- Won Gold level 2009 Rhode Island Breastfeeding Friendly Workplace Award
- Permanent standing committee status approved
- Work-Life Specialist position approved
- ADVANCE Day, October 3, 2008, featuring Joan Williams
- Four lactation sites on-line; 2 with hospital grade pumps
- Lactation policy approved, January 2009
- Brown bag lunch series ongoing
UNIVERSITY OF RHODE ISLAND
BREASTFEEDING AND LACTATION SUPPORT PROGRAM

Originators: ADVANCE Office & URI Work-Life Committee

Date: November 20, 2008

Policy #08-1

Purpose:

The University of Rhode Island recognizes the importance and benefits of breastfeeding for both mothers and their infants, and in promoting a family-friendly work and study environment. Rhode Island Law provides for the needs of mothers who are nursing and their infants, as outlined in the End Note of this policy, and URI intends to fully comply with these provisions of state law by implementing a breastfeeding and lactation policy for students, faculty, and staff.

By implementing a breastfeeding and lactation policy, the University strives to create an exceptional environment conducive to working and learning and attuned to both professional and personal needs, such as the needs of a mother who is nursing to feed and/or to express milk for her baby while she is at work or school.

Applicable To:

All female University faculty, staff, and students.

Responsibility:

All University supervisors are responsible for being aware of the policy and working with female employees to arrange mutually convenient lactation break times. The Office of Student Affairs will be responsible for making this policy known to female students.

Policy:

The University of Rhode Island recognizes the importance and benefits of breastfeeding for both mothers and their infants, and in promoting a family-friendly work and study environment. Therefore, in accordance with Rhode Island state law, the University of Rhode Island acknowledges that a woman may breastfeed her child in any place open to the public on campus, and shall provide sanitary and private space, other than a toilet stall, in close proximity to the work or study area for employees or students who are nursing to be used as a lactation room. Supervisors/chairs will work with employees who are nursing to schedule reasonable and flexible break times each day for this activity.

1. Lactation Breaks
   a) Whenever possible, the University shall provide flexibility for staff and faculty mothers who give their Department Chair or Supervisor adequate notice identifying a need for lactation support and facilities.
   b) Mothers are responsible for requesting lactation support prior to or during maternity leave, preferably no later than two weeks before returning to work.
c) The unpaid time (such as a lunch period), generally not to exceed one hour, ideally should run concurrently with an employee’s paid break time (if applicable), but the University shall make separate time available, if this is not reasonable. Supervisors and employees shall work together to establish mutually convenient times.

d) Alternatively, personal leave, vacation time, or flexible scheduling may be used for this accommodation.

e) It is assumed that no serious disruption of University operations will result from providing lactation time.

f) Consistent with URI’s efforts to recognize the importance of supporting the needs of working caregivers, supervisors will respond seriously, positively, and will ensure that there are no negative consequences to mothers who are nursing when lactation break times are needed.

g) Students and instructors planning to use lactation facilities must do so around their scheduled class times. Although any necessary student accommodations should be negotiated with individual professors, professors are not required to excuse tardiness or absences due to lactation needs.

2. Lactation Facilities

   a) The University of Rhode Island shall provide sanitary and private facilities in close proximity to the work area across campus for mothers to breastfeed or to express breast milk.

   b) The location may be the place an employee normally works if there is adequate privacy, cleanliness, and is comfortable for the employee.

   c) Areas such as restrooms are not considered appropriate spaces for lactation purposes, unless the restroom is equipped with a separate, designated room for lactation purposes.

Procedure:

1. Supervisors who receive a lactation accommodation request should review available space in their department/unit and be prepared to provide appropriate nearby space and break time.

2. If the employee or student wishes to use designated lactation rooms, they are listed at [http://www.uri.edu/advance/work_life_support/lactation_facilities.html](http://www.uri.edu/advance/work_life_support/lactation_facilities.html). Included are descriptions of each lactation room, what, if any, pumping equipment is available, and whether provisions for the appropriate storage of breast milk are provided.

3. Mothers who are breastfeeding or expressing milk shall be responsible for keeping the facilities clean, and, where pumps are available, for cleaning and sanitizing the breast pumps after each use.

4. If an employee has comments, concerns, or questions regarding the URI Breastfeeding and Lactation Support Program Policy or other work-life balance personnel policies, she or he should contact the Office of Human Resources at (401)874-2416. Those who believe they have been denied appropriate accommodation or need assistance on how to make or respond to a request for accommodation should contact the Office of Human Resources at (401)874-2416. Students and others who have questions regarding access and use of the lactation facilities or would like general information about breastfeeding in
the workplace and other work-life balance topics may contact the ADVANCE Office at (401) 874-9422.

End Note. Rhode Island State Laws supporting breastfeeding are as follows:

§ 08-223 (amended 2008, Chapter 23-13.5-1). Breastfeeding in public places. A woman may breastfeed or bottle feed her child in any place open to the public.

§ 23-13.2-1 Workplace policies protecting a woman’s choice to breastfeed. – (a) An employer may provide reasonable unpaid break time each day to an employee who needs to breastfeed or express breast milk for her infant child to maintain milk supply and comfort. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this section if to do so would create an undue hardship on the operations of the employer.

(b) An employer shall make a reasonable effort to provide a private, secure and sanitary room or other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breastfeed her child.

(c) The department of health shall issue periodic reports on breastfeeding rates, complaints received and benefits reported by both working breastfeeding mothers and employers.

(d) As used in this section: "employer" means a person engaged in business who has one or more employees, including the state and any political subdivision of the state; "employee" means any person engaged in service to an employer in the business of the employer; "reasonable efforts" means any effort that would not impose an undue hardship on the operation of the employer's business; and "undue hardship" means any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, its financial resources and the nature and structure of its operation.

§ 11-45-1 Disorderly conduct. – Protects mothers breastfeeding in public from disorderly conduct laws.
To New Mothers

You CAN breastfeed your child and return to work or school.

There are many resources and support services available to you in answering your questions about how to do this, how to pump and store milk, how to talk with your supervisor about scheduling lactation breaks, etc. Here are a few:

- South County Hospital, Wakefield: (401) 792-BABY (2229)
- Women & Infants Hospital, Providence:
  www.womenandinfants.org/body.cfm?id=65
- RI Dept. of Health Breastfeeding page:
  www.health.ri.gov/family/breastfeeding
- Rhode Island Breastfeeding Resource Directory:
  http://www.health.ri.gov/topics/breastfeeding.pd
  (this directory contains a wealth of local and national information including lactation consultants, pre & postnatal classes, support groups, websites, pump rentals, insurance info, etc.)

URI Policy Questions?

- If an employee has comments, concerns, or questions regarding the URI Breastfeeding and Lactation Support Program Policy or other work-life balance personnel policies, she or he should contact the Office of Human Resources at (401) 874-2416.

- Those who believe they have been denied appropriate accommodation or need assistance on how to make or respond to a request for accommodation should contact the Office of Human Resources at (401) 874-2416.

- Those, including students, who have questions regarding access and use of the lactation facilities or would like general information about breastfeeding in the workplace and other work-life balance topics may contact the ADVANCE Office at (401) 874-9422.

The University of Rhode Island ADVANCE Resource Center, through grant support from the Elsevier Foundation and the National Science Foundation, and in partnership with the URI Work-Life Committee, launched a Lactation Program in the Spring of 2008.

Why? Because:

- There is an ever-increasing number of women, including nursing mothers, and dual earner families in the workforce.
- Women in our culture are strongly encouraged to breastfeed, yet most women on campus do not have access to a private, clean space in which to pump breast milk.
- An equitable work environment must accommodate parents’ needs.
- Career track overlaps with ‘parent track’ for women, resulting in an un-level playing field.
- The next generation of workers in Rhode Island needs a healthy start.

www.uri.edu/advance
A new law (R.I. Gen. Laws § 23-13.5) supporting breastfeeding families took effect on March 1, 2009. This law allows a woman to breastfeed or bottle-feed her child in any place open to the public. In addition, Rhode Island is among the states that provides legislation that supports breastfeeding in the workplace. URI intends to fully comply with these provisions, and has adopted the following policy:

The University of Rhode Island recognizes the importance and benefits of breastfeeding for both mothers and their infants, and in promoting a family-friendly work and study environment. Therefore, in accordance with Rhode Island state law, the University of Rhode Island acknowledges that a woman may breastfeed her child in any place open to the public on campus, and shall provide sanitary and private space, other than a toilet stall, in close proximity to the work or study area for employees or students who are nursing to be used as a lactation room. Supervisors/chairs will work with employees who are nursing to schedule reasonable and flexible break times each day for this activity.

This policy is applicable to all female University faculty, staff, and students.

All University supervisors are responsible for being aware of the policy and working with female employees to arrange mutually convenient lactation break times. The Office of Student Affairs will be responsible for making this policy known to female students.

Additional policy details, including those regarding the appropriate provision of facilities and information to employees and supervisors about how to arrange appropriate break times, may be found at:

http://www.uri.edu/advance/work_life_support/lactation_facilities.html

Kingston Campus

001 Carlotti Hall
- Ground floor in the Office of Research & Economic Development
- Medela Symphony hospital-grade electric pump provided (storage containers and personal kits available for sale at reduced rate)
- Comfortable and attractive, quiet, secure room, centrally located, with sink, refrigerator, mirror, radio
- Refrigerator available to store milk temporarily, if desired; bottled water available
- Resource lending library available
- Hours: 9 am—4 pm, Mon-Fri. By appointment only, call 874-9422, or if no answer, 874-4576. Walk-ins are OK, but the room is kept locked and someone must be present to open the door, so calling ahead is advised.
- Individual arrangements for on-going, long-term use can be made.

Memorial Union
- Small, clean, lockable room with chair & table within ground floor women’s restroom near Convenience Store
- Mothers must bring their own equipment.
- Hours: 7:30 am—8:00 p.m. Registration is required, as is sign-in. Call (401) 277-5000, or go to Student Services for key and sign-in

Narragansett Bay Campus
- “Mother’s Room” Room 017 adjacent to restroom on ground floor of the Ocean Science & Exploration Center (OSEC). Lockable room includes shower and sink, and comfortable seating area for pumping.
- Mothers must bring their own equipment.
- Hours: Mon-Fri, 7:30 a.m.—6 p.m. (hours subject to change). Room is open—users are asked to please sign in for data collection purposes.

Feinstein Providence Campus
- Room 218—Faculty Restroom Lounge. Clean, comfortable, lockable handicap-accessible restroom with chair & table, sink, some informational resources.
- Mothers must bring their own equipment.
- Open to all—staff and students, as well as faculty, for this purpose.
- Hours: 7:30 a.m.—8:00 p.m. Registration is required, as is sign-in. Call (401) 277-5000, or go to Student Services for key and sign-in

Look for the international breastfeeding logo designating each site.
URI offers new options for breastfeeding working mothers

Media Contact: Jan Wenzel, 401-874-2116

KINGSTON, R.I.—April 30, 2009 --The University of Rhode Island took another significant step in helping its employees and students balance work and family by offering a model lactation program that could be replicated on other college campuses.

Two “mothers’ room” lactation sites have been opened on the Kingston campus. One of these is outfitted with a hospital-grade breast pump, a sink, refrigerator, rocking chair, and a resource library for new mothers. Locations on the Narragansett Bay and Providence campuses are also opening this spring. Data is being collected from users for future planning.

“The availability of the lactation room in the Carlotti building helped me make the decision to breast feed for a longer time,” says Yan Sun, assistant professor of electrical engineering. “I returned to work when my son was 6 weeks old and I found expressing milk in my office difficult. My students were accustomed to finding me in my office and, even with the door closed, I did not have the privacy that I needed.”

URI has been on the forefront of workplace evolution. For several years, an active Work/Life Committee, a collaboration among the URI President’s Commission on the Status of Women, the URI ADVANCE program (aimed at promoting the careers of women in science and engineering), and Human Resources, has worked to help URI effectively respond to the needs of a diverse workforce and student body.

Approximately one-third of mothers return to work within 3 months of giving birth, and well over half return within one year,” says Barbara Silver who directs the ADVANCE program. “Concurrently, breastfeeding has become preferred as the optimal form of infant nutrition for about three-quarters of new mothers, and over half of mothers of infants over 6 months old. Many organizations, such as the American Academy of Family Physicians, the World Health Organization, the American Academy of Pediatrics, and numerous others, deem breastfeeding as the physiological norm for both mothers and their infants. The benefits of breastfeeding are multifold, including significant health benefits to both mother and child, as well as larger scale benefits to society and the environment.

“However, a serious disconnect exists between these realities and traditional workplace policies new mothers face when returning to work. This dilemma provides a good example of how contemporary women’s careers can be disadvantaged by traditional work policies and practices. New mothers who need or desire to be back in the workforce experience strong societal encouragement to provide optimal health opportunities to their infants through breastfeeding, and yet are rarely provided a means to accommodate these competing realities,” Silver adds.
Silver and Sociology Professor Helen Mederer, who chairs the URI Work-Life Committee, received an $80,000 grant in the spring of 2008 from the Elsevier Foundation to implement the lactation program at the University. This program includes establishing a University Lactation Policy, which was established this past February.

URI’s policy mirrors Rhode Island legislation passed this month, which requires an employer to make “a reasonable effort to provide a private, secure, and sanitary room or other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breastfeed her child” (R.I. Gen. Laws § 23-13.2-1). Of the 41 states and territories enacting some form of legislation relating to breastfeeding, Rhode Island is one of only 22 states that addresses breastfeeding in the workplace.

There is clear evidence that the struggle to balance life and work disadvantages women’s jobs more so than men’s. Indeed, although men in dual earner families have increased their participation in home and family care, research shows that women still shoulder a much greater burden. Inevitable career repercussions occur. Among professionals, women much more frequently forego marriage and family to pursue academic career success than do their male peers. For example, women who have children soon after receiving a doctorate are much less likely to receive tenure than their male counterparts, hitting what is sometimes called a “maternal wall.” This leads to increased attrition rates for women faculty, and if they do stay in academia, they more often opt for lower-paying, non-tenure line appointments and part-time work.

Progress, however, is being made. Employers like URI are beginning to respond to these workforce changes by offering more flexible work accommodations. Research shows that when more supportive work/life policies and practices are available, employees exhibit more positive work outcomes, including job satisfaction, commitment to employer, retention, less interference between job and family life, less negative spillover from job to home, greater life satisfaction, and better mental health. As both recruitment and retention tools, policies and practices that promote work-life balance are becoming bottom-line necessities for universities and other employers across the country.

While the lactation program primarily benefits new mothers, initiatives like this bring URI one-step closer toward being a model flexible workplace for both men and women. For employers, new mothers who return to work by choice or necessity are not only valued employees, they are raising the next generation of Rhode Island workers,” says Mederer. “Thus, this issue has relevance beyond personal choice, and encompasses community, state, and societal interests about building a healthy workforce. Making clear provisions for breastfeeding workers and students legitimizes a practice that has been expected to occur somehow invisibly by women, and normalizes a sensitive topic within the workplace community.”
URI Chairs: Please join us in welcoming

Joan Williams

Friday, October 3, 2008

10:00 - 11:00 a.m. Chairs’ Discussion - UClub
Leveraging Innovative Work-Life Programs in Your Department to Manage Risk and Retain Top Talent in an Era of Tight Budgets (light refreshments provided)

2:00 p.m. Keynote Address - Memorial Union Ballroom
New Frontiers in Research on Diversity: Caregiver Bias in the 21st Century Workplace (to be preceded by a short presentation by the ADVANCE Program)

Reception to follow

Distinguished Professor Joan C. Williams, 1066 Foundation Chair at UC Hastings College of the Law and prize-winning author, is the director of WorkLife Law and co-director of the Project for Attorney Retention (PAR). The author of Unbending Gender: Why Family and Work Conflict and What to Do About It (Oxford, 2000) she was awarded the Gustavus Myers Outstanding Book Award. She has been widely quoted in the press, in publications as diverse as The Wall Street Journal, Business Week, The New York Times, The Washington Post, Parenting Magazine, Working Mother and O, and has appeared in other media, including CBS Nightly News, CNN, CSPAN, The Diane Rehm Show, Public Interest, and Talk of the Nation. She was featured on the PBS documentary, Juggling Work and Family, with Hedrick Smith.

The author of one of the most cited law review articles ever written, and roughly 50 other law review articles, she has had articles excerpted in casebooks for six different subjects. She has taught at Harvard, the University of Virginia, and UC Hastings law schools, and has lectured at virtually every leading U.S. university, including at Yale, Harvard, Columbia, Pennsylvania, Cornell, Duke and more than a dozen other law schools, and in Chile, Ecuador, Guatemala and Peru. She has played a leading role in documenting workplace bias against mothers. Her current work focuses on social psychology, and on how work/family conflict affects families across the social spectrum, with a particular focus on how caregiving issues arise in union arbitrations. Professor Williams earned her B.A. in history from Yale University, her Master’s Degree in City Planning from Massachusetts Institute of Technology, and her J.D. from Harvard Law School.

RSVP to 874-9422 or advance1@etal.uri.edu

Sponsored by the NSF ADVANCE Program and the Kathy Mallon Memorial Fund