

University of Rhode Island's Transitional Support Program

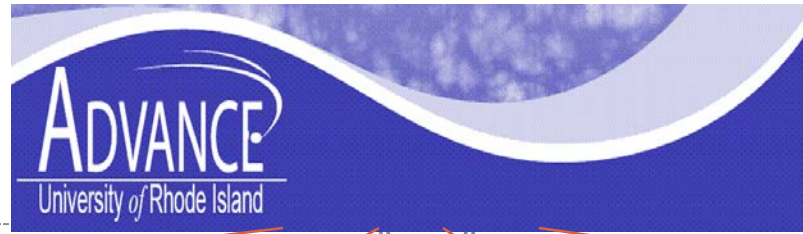


**MARCH 7-8, 2012
NEW YORK, NY**

**RETHINKING THE FUTURE OF THE STEM
WORKPLACE: CONVENING OF GLOBAL
EXPERTS ON WORK-LIFE-FAMILY ISSUES**

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UNIVERSITY OF RHODE ISLAND**

2003



2009

Recruitment

Work-Life

Climate Change

Retention

Active Volunteer Committee, 2003- present
Paid Parental Leave Policy --- Dual Career Hiring Policy
Administrators' Workshops, Literature, Topical Lunches, etc.
Advocacy, public awareness, etc.

THE ELSEVIER FOUNDATION

2008

LACTATION PROGRAM
WORK-LIFE EDUCATION & AWARENESS

Program Components



**LACTATION
PROGRAM**



**FORMAL POLICY
FACILITIES
RELATED SUPPORT SERVICES
PROGRAM MODEL
REGIONAL CONNECTIONS**

**WORK-LIFE
EDUCATION &
AWARENESS**



**WORK-LIFE WEBSITE
(WWW.URI.EDU/WORKLIFE)
WORKSHOPS/EVENTS
LITERATURE
BROWN BAG LUNCHEES
WORK-LIFE SURVEY**


Highlights



- 2009 Rhode Island Department of Health Gold Level *“Breastfeeding Friendly Workplace Award”*
- Formal policy and guidelines embedded in University Manual
- 5 lactation sites, # 6 on the way
- Administrators’ Breakfast Workshops attended by over 40 administrators, including President, Provost, and Vice Presidents; Chairs’ Lunch Workshop attended by 50% of URI chairs
- Great new website: www.uri.edu/worklife
- Program model document disseminated to 50 schools
- Connections with all Rhode Island higher ed schools
- Literature/events
- URI Work-Life Survey for Staff Employees, model for faculty survey to follow this fall

What We Learned – Top 3 Things



1. Volunteer lead versus HR lead initiative
2. Our 3-level model of change is alive and well
 1. Institutional
 2. Individual
 3. Interactional 
3. How to even frame breastfeeding as an economic, equity issue rather than a “woman’s issue”

Hurdles



- Regional consortium – who cares?
- Sensitive subject
- Passive resistance (*interactional level*)
- Securing space
- Driving home the “business case” is hard to do – change is slow

Plans for Sustainability



- **New construction/rehab will include lactation space**
- **Work-life regional consortium is gaining momentum**
- **Policy is policy; space is permanent (?)**
- **Public awareness much greater; subject is on the national radar**
- **Work-Life Committee now has a budget – workshops/brown bags, etc., will continue**
- **Work-Life position has been approved in HR, though not yet filled**