

Draft Lactation Policy Comments

NAME	DATE	POSITION	COMMENT	REPLY? (*see attached)
Bill Kovacs	Oct. 29	Prof. Emeritus, CVE	As a father of 7, I fully support such a policy at URI.	yes
Elsiecheyenne Mate	Oct. 29	GA, Prov. Campus	<p>After reviewing the university policy concerning this issue, I have a few comments. First, I feel that a Lactation facility on the URI Providence Campus is impertaive. The majority of attendees of the providence campus are adult students. I think that it is important that a facility be made available to breastfeeding mothers who are attending the Providence campus. Second, female faculty and staff persons should also be considered. I think that it is important that they too have a safe, comfortable place where they can breastfeed or express their milk.</p> <p>Already, the Providence campus is sort of treated like the step-cousin of the Kingston campus. I think there is a lot that should be done and to start off, there should be a facilitiy available for mothers who are attending the Providence campus. Thank You.</p>	yes*
Andrea Rusnock	Oct. 29	Assoc. Prof., History	Thanks so much for getting this in place -- it looks very good. One minor question: what about storage? Will women who choose to pump have access to refrigerators?	yes*
Bill Krieger	Oct. 29	Ass't Prof., Philosophy	I assume in the draft policies that, when you talk about bottle feeding,you mean also to include men/fathers who have reason to bring their babies to work with them as well. Should this be reflected in the language of the URI policy, or in the "Applicable To" section?Alternatively, if bottle feeding (and the associated 'family friendly' language is not at issue here (thereby taking men out of the picture), then should that material be in the policy statement?	yes*
Gigi Edwards	Oct. 29	Editor, Publications and Creative Services	I think this is a great policy. (FYI, I am long past being able to benefit from it personally.)	yes
Elizabeth Herron	Oct. 29	Res. Assoc. II, NRS	I just reviewed the draft lactation and nursing policy and am very glad to see the university supporting staff and students in that way. Having been very fortunate to have a supportive supervisor while I was nursing, I encountered few problems during that critical time period – but I had one concern with the draft policy. I noticed that there was no statement regarding refrigeration, an important health consideration. Especially for students, it might be difficult to keep expressed milk sufficiently cold in a cooler. If at all possible providing a designated refrigerator or freezer might be a huge help. At the very least a statement that the individual would be responsible for providing a means to keep the expressed milk appropriately stored will help prepare the mother, and possibly protect the university from liability.	yes*
Ayn Plant	Oct. 29	Fiscal clerk, CAS	This breastfeeding policy is terrific. Having been a breastfeeding mom 20 years ago and having been confronted in public about breastfeeding by an official, I'm delighted to not only see URI's policy, but also have the incorporated state laws. Thanks for sending this out to all. This is very important.	yes

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Libby Miles	Oct. 29	Assoc. Prof, College Writing Program	<p>This is great to see! Thanks so much for doing this important work!</p> <p>Absolutely, I agree with the spirit and aim of this policy. I have only two fairly minor suggestions to consider.</p> <p>1. Under Policy, part 1, final bullet: please consider writing "students and instructors" rather than just students. Many of our adjunct faculty do not have offices, private or otherwise. Just as students should be encouraged to sign out for lactation facilities when they are not scheduled to be in class, so too should our faculty. I'm hopeful that changing the language will encourage our adjuncts to see that this opportunity is available for them.</p> <p>2. Under Policy, part 2: it would be very helpful to list some "such as: " suggestions for what appropriate facilities might be. The following section, which does describe a few spaces, is not quite enough for those who need educating to envision what facilities might work for this function. "Not a toilet stall" won't give them enough to go on, so a few examples might really help.</p> <p>Again, kudos on this work so far, and thanks for sending it out for public review.</p>	yes*
Ryan Carillo	Oct. 29	Campus Planner	<p>I wanted to provide feedback on the recent draft release of the lactation policy. I am strongly against listing locations, even with the "as of fall 2008" disclaimer. Even if we were to have the Faculty Senate amend the policy with each location change, we would still have antiquated printed policies in circulation with erroneous information. In order to easily manage location changes, we should stick to only referencing a website for location information. It would be agreeable to list currently approved locations on informational flyers, but not the policy itself. Also, the location in Tyler Hall has not yet been approved by the space committee. I need to do further analysis to determine if we can remove an office from that building without impacting the ability for us to use the space for surge space that will be required by many of our upcoming renovation projects. With this said, Tyler hall, more than the other locations, should not be referenced at this time.</p> <p>Overall, it is never a good practice to reference specific campus locations in any policy or contract.</p> <p>Please contact me if you have any questions or concerns.</p>	yes*
Becky Robinson	Oct. 30	Ass't Prof., GSO	<p>I looked over it quickly. As a person who has done their time with a pump at two institutions- having multiple options, a pump available, and a "system" for administering it is fantastic.</p> <p>My one complaint is this: the idea of feeding my baby (and pumping is essentially preparing food so same difference) in a restroom is horrifying. I think that it would be best to keep the Memorial Union restroom option off of the list so that if future lactation facilities are needed, the restroom option is not explored. Yes, I understand it is separate but think about the various studies showing how filthy restroom doorknobs and the like are! The connectedness of these rooms makes them less than ideal. (It may help to imagine eating your lunch in a public restroom to get the truly skeezy feeling that I get.)</p> <p>I have heard one of my senior colleagues grumble something to the effect of "what the hell is a lactation room" and then "a waste of good space" to the response. This view may not be shared by others, but if it is, then it may lead to more restroom-associated lactation facilities and that worries me.</p> <p>Congratulations on another huge success!</p>	
Donna Figueroa	Oct. 30	Assistant Director & NSE Coordinator Office of	THIS IS SOOOOOO AWESOME -- THANKS YOU SO MUCH FOR YOUR HARD WORK AND DEDICATION TO THIS!! (CAN YOU FEEL THE RUMBLE AS I AM JUMPING UP AND DOWN WITH ENTHUSIASM??)	
Barbara Costello	Oct. 30	Assoc. Prof., Soc.	As a member of the Senate, I've gotten a question from a faculty member about why such a policy is needed if nursing mothers' rights are protected by law. My sense is that this policy is mostly about creating acceptable space on campus for breastfeeding or expressing milk. Is that the case? If you could give me a little info on why the policy is necessary that would be great.	yes*

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Donna Figueroa	Oct. 31	Assistant Director & NSE Coordinator Office of International Education & National Student Exchange	<p>I think that this and the parental leave policy that went into effect a few years ago are exactly what this community needs to get us heading into the right direction. The right direction being our development into a family-friendly community, one which is aware of and supports the challenges we all face outside the workplace.</p> <p>Years ago, when I was nursing my baby, having recently returned to work following my maternity leave, I spent an hour a day pumping milk inside my partitioned work cubicle, with a wall map hung over the opening, and a male colleague right on the other side of the very low partition. Everyone in the office knew what I was doing and when, because when the map went up, they would soon hear a constant, rhythmic buzzing sound coming from within.</p> <p>I simply refused to sit in a public bathroom for 20 minutes at a time to pump milk for my baby, and so I opted to have no privacy. (To me, this was the best of two evils.)</p> <p>So, now URI women no longer have to choose between privacy and comfort -- they can have both. They will have better options. I can't tell you how happy it makes me to know that URI women will no longer be subject to the appalling and humiliating situation I experienced.</p> <p>Thank you so much for making this possible. Your efforts are greatly appreciated!!</p>	yes
Valerie Maier-Sperdelozzi	31-Oct	Ass't Prof., ISE	Great job! I said I would mention this to Ray Wright sometime, but now I notice that Tyler is scheduled to have a lactation room, which is pretty close to all of the engineering buildings. How definite is this? Do you still want me to ask him?	yes*
Beth Marcoux	Nov. 4	Chair, Physical Therapy	I am in full support of the draft policy to provide unpaid break time and clean, secure facilities for lactating mothers. Creating a working environment that supports families and the needs of working mothers that is flexible is vital for the retention of valued employees.	yes
Carol Thornber	Nov. 4	Ass't. Prof, BioSci	<p>I fully support the new Lactation policy that ADVANCE has developed. As a breastfeeding mother, I need to pump milk twice a day for my baby. Although I am lucky and have flexible hours and a private office in which to pump, many others at URI may not have the same available to them. Thus, it's crucial that URI maintains its current lactation rooms, and creates new ones across the Kingston campus to facilitate pumping by breastfeeding faculty, staff, and students. I have had to pump occasionally in bathroom stalls when I am off campus, and know firsthand how undesirable pumping milk in those locations can be.</p> <p>Also, one of the things that initially drew me to URI was its focus on work-life balance and work-life issues, primarily due to the ADVANCE program. By remaining flexible and creative when it comes to work-life issues (parental leave, etc), URI improves employee morale and likely increases retention. It would be a disappointment if work-life issues 'dropped off the radar' during the next few years.</p>	yes
Dale Blumen	Nov. 10	Coord., Family Therapy Clinic	It is heartening to see the Lactation Policy so near to completion. As a long time La Leche League Leader and supporter of breastfeeding women, I know this will have positive influence. Some minor edits under "Lactation Breaks:" 1) First bullet has "provide schedule flexibility" which doesn't seem to fit together ... 2) Second bullet - change "preferable" to preferably. 3) Sixth bullet - do you mean working "caregivers" - or "breastfeeding mothers?" Thanks for your hard work in developing this policy.	yes
Jennifer Longa	Nov. 10	Director, Violence Prevention & Advocacy Services	<p>I would like to comment on the work life initiatives. As a mother of a two year old I can say that thanks to URI I am happily balancing family and work (as much as that is possible!) I have been very fortunate to be able to utilize vacation days so that I can spend a great deal of time with my son while still being productive at work. I can't stress enough that without the support of my supervisor and the ability I've had to take time off for maternity leave, to go to my son's daycare to breastfeed at lunchtime for two months when I came back to work, and to take sick time during his first year with numerous ear infections I would not have been able to continue working productively. When I speak with my peers who are often stressed about leaving sick children with caretakers, feeling that they no longer like their jobs, and who feel no balance in their lives I appreciate the opportunities I have even more. However, these policies and possibilities need to be available to everyone and need to be understood and appreciated by the campus community as a whole. A university, perhaps more than other work sites should see the necessity in creating a healthy and happy home life as well as satisfied parents for our students.</p> <p>Thank you for giving me the opportunity to express a few quick thoughts on the matter.</p>	yes

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Angela Slitt	Nov. 10	Ass't Research Professor, Biomedical Pharm.	I would like to comment on the policy by first saying that I am a mother of three children - all breast fed. In my own experience the facilities and support available to breastfeeding mothers do have an outcome on length of breastfeeding and job satisfaction. I can speak from experience that having to express breast milk in a dirty bathroom in a rush is not what new mothers want for their children or from their URI must support this initiative to support working mothers and their families.	yes
Faye Boudreaux-Bartels	Nov. 10	Prof. & Chair, ELE	<p>I support the proposed URI Lactation Policy and increased emphasis on creating work-life policies for URI employees and students.</p> <p>Providing time and space at URI for a mother to nurse an infant or to express milk will increase the length of time that a mother can successfully breastfeed a baby. Most pediatricians agree that breast milk is the most nutritious source of food for infants, and encourage new mothers to nurse for up to 18 months. Unfortunately, most mothers must return to work or school within a few weeks of childbirth; this rapid return can make it difficult to sustain breastfeeding as the mother's milk supply quickly dries up if she does not nurse or express milk at regular intervals throughout the day.</p> <p>A lactation policy and availability of hygienic facilities will be a great benefit to recruiting and retaining female junior faculty, students and staff of child bearing age. Junior faculty often work long, irregular hours on their research and teaching obligations. Staff often have fixed schedules with little flexibility and large communal offices with no privacy. Commuter students have little private space on campus other than bathroom stalls.</p> <p>Thank you for creating this policy and advocating for suitable lactation space.</p>	yes
Grace Frenzel	Nov. 10	Counseling Center	<p>I have a few comments about the policy. You/ the group have probably considered these already, but here they are just in case:</p> <ol style="list-style-type: none"> 1. Putting the state law first, before the URI policy, is confusing, especially since the state law makes these actions optional, whereas the URI policy goes beyond that, if I am remembering and interpreting correctly. Would it be possible to just summarize that state law supports mothers' ability to breastfeed and/or express breast milk, and then put in the fuller explanation of state law at the end as an addendum or such? 2. Who is to be responsible for making sure that the supervisors know what they are to be responsible for knowing? (Would that be HR?) 3. Under the first bullet under "Facilities," why not leave out "other than a toilet stall," since that point is more fully covered two bullets later? <p>It is great to see this moving along. We all owe you and the work-life committee tremendous gratitude for bringing the issue forward, and working at it so persistently.</p>	yes*
			I also send you great empathy about your appeal for support for ADVANCE and the work-life committee. Your functions are absolutely critical at URI, and it is discouraging to see the lack of resources and administrative support. On your wish list, is there anything that PCOSW and/or Equity Coalition might do to help at this point???	
Yan Sun	Nov. 10	Ass't Prof., Ele Egr	I think this is a great policy. It surely will help breastfeeding mother on campus. This policy will encourage breastfeeding. A mother does not need to make a choice between giving up breastfeeding and giving up full time status. Thank you!	

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Roberta King	Nov. 10	Assoc. Prof., Biomed. Phar.	<p>The Lactation Policy represents a big advance for the University in recruitment and retention of female faculty and staff. This is not something a potential employee is likely to ask about prior to accepting position, but is upfront evidence that the University considers the well-being of its faculty & staff as part of the University's contribution to an effective workplace atmosphere. As a personal note, lactation (pumping) during working hours after returning to work was my most difficult obstacle after birth of my son in 2003. With the increasingly strong evidence of mother's milk to the health of the child, it is important to provide a work environment that encourages mothers to nurse as long as possible. As to work-life issues in general, it is especially important to continue strong support of these initiatives. Work-life solutions are generally low cost solutions to what can be major barriers to individual and collective productivity and retention of faculty and staff. Over the past year, University administrators have voiced their appreciation (and somewhat surprise at the extent) of faculty cooperation with increased/altered teaching assignments and reallocation/reduction of financial resources. This is evidence that the modern (snip) workplaceso</p>	
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