



PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

2013-14 Mid-Year Report to the President

17 April 2014

Dear President Ray,

At the end of the 2012-13 academic year, the PCOSW presented a draft annual report to you which included a number of recommendations. You asked that these recommendations be revised to include details, background, and context information before the report was finalized.

Beginning with a productive retreat to re-focus the work of the commission for this year, the 2013-14 year continued with the formation/continuation of six committees which reflect the key priorities identified at the retreat. In addition, a Leadership Team coordinates with the committees, establishes the membership meeting agendas, maintains the PCOSW infrastructure, and provides oversight/leadership to the work of the Commission.

Our first steps this academic year were to research the information you asked us to provide related to last year's recommendations. After engaging with Donna Chastain in OHR and others who have responsibilities in the areas of the recommendations, we realized that a number of philosophical and policy questions also need to be addressed before the recommendations can be finalized and submitted to you in a meaningful format with appropriate documentation. This was determined by the end of fall term, and the work is now underway.

We had hoped to meet with you early in the academic year to discuss our proposed agenda for this year, but were delayed by our focus on the follow-up work from last year. We ask that we be able to set a fall-term meeting with you for late October/early November 2014 to get on track with a schedule of annual meetings to launch and conclude our work each year.

As an interim measure, we have developed a status report which describes the work which is underway or completed as of the end of Winter term. This is organized by subcommittee, and we are requesting your feedback at this stage to ensure that we complete a body of meaningful work this year that meets your expectations.

Sincerely,

Anne Gillies and Jan Spitsbergen
PCOSW Co-Chairs (on behalf of the full PCOSW)

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1. Mission and Bylaws Subcommittee Mid-Year Report

Focus of work:

Update Mission Statement and Bylaws. At the retreat the commission determined that the mission statement did not adequately reflect the current work of the commission. The last updates to the bylaws were in 2011 to reflect changing office names (WAGE to Office of Equity and Inclusion, etc.). This update is a more substantive revision to better reflect the work the commission does and to best position PCOSW to align with OSU's strategic plan.

Present status:

Submitted proposed revision of Mission Statement and Purpose to the full commission for discussion in February, and a version revised based on commission input was approved at the March meeting. At that same meeting, the Mission and Bylaws committee volunteered to serve as the nominating committee for new leadership team and presented a slate of candidates at the April meeting.

PCOSW Mission Statement previously posted on PCOSW website:

The Commission is appointed by the president to actively advocate and promote a positive climate for all university women students, staff, faculty, and administrators.

As a direct link with the president, The President's Commission on the Status of Women actively helps women on campus to succeed professionally and personally, creates community awareness of women's issues, and investigates and advocates change by acting as a unifying voice against sexism and institutional sexism.

The President's Commission on the Status of Women invites others of the Oregon State University community to participate directly. Feel free to contact us at any time to discuss your concerns or ideas.

PCOSW New Mission Statement (revised 2/12/14 and approved 3/11/14):

Article II

The mission of PCOSW is to actively advocate for, support, and promote the well-being, development, and advancement of all OSU women.

The Commission is an independent commission that advises the president on the status of women. Established in 1972, PCOSW gives voice to women's experiences and perspectives by advocating for gender equity. Rooted in feminist principles and guided by the university's commitment to overcoming discrimination, the Commission works to identify and address the changing needs of all women in our university community. PCOSW recognizes that the status of women is affected by social location (including but not limited to ability, age, class, ethnicity, gender, language, nation of origin, race, religion, sexual and other identities). By building partnerships and collaborating with others from historically underrepresented groups, PCOSW seeks to improve the collective status of all who have been limited, silenced, excluded, or otherwise disadvantaged by unexamined norms, beliefs, and practices of the OSU community.

In collaboration with existing organizations connected to the OSU community and by developing new alliances, the Commission pursues its mission by

- holding the OSU community accountable to the stated institutional mission of assuring equity for all those affiliated with OSU by eliminating bias and by recommending and promoting policies and resources that improve the status of women and ensure an environment of equal education and employment opportunities;
- championing evidence-based initiatives to enhance diversity in recruitment, employment, salary equity, promotion and retention of students, faculty, staff and administrators;
- advancing educational opportunities and professional development for all women affiliated with OSU by initiating and supporting educational outreach programs and materials that help women develop their skills, continue their education, and increase their networking opportunities;
- recognizing OSU community members who excel in mentoring, supporting, and encouraging OSU employees, especially women and those from under-represented groups or non-traditional careers;
- promoting a safe and healthy environment for all women in the OSU community by recommending policy and programs as well as supporting other community efforts and initiatives to reduce all forms of physical, sexual, and emotional violence (including harassment and bullying);
- advocating for work-life balance as a university priority through initiatives and best practices that support the flourishing of health and wellness, as well as professional and personal well-being, for OSU faculty, staff, students, and administrators.

By end of year: Continue making changes to the Bylaws over the next few months. Full commission approve revised Bylaws by June meeting.

2. Speaker Series Subcommittee Mid-Year Report

Focus of work:

Our focus of work is to support meaningful lectures on topics decided on by PCOSW or established collaboratively with OEI, units within Student Affairs, and/or academic units.

President and Provost Lecture Series

2013-2014 Academic Year

- This year's lecture series began November 14 with **Dr. Brad Harrington**, Executive Director of the Boston College Center for Work and Family and professor in the Carroll School of Management. Dr. Harrington has been on the forefront of researching work-life and organizational culture, and has an interesting perspective about the challenges men face in achieving work-life balance. He presented a workshop and a lecture with a target audience of graduate students, post-docs, and new faculty.
- Early in Spring term the lecture series, through PCOSW, partnered with Project Social Justice to bring performance group **Climbing PoeTree** to a Spring Institute, which was focused on women and global narratives. Climbing PoeTree is an expressive arts, performance-based all women's duo that addresses critical issues through a creative and interactive medium reaching a diverse cross-section of students, staff and faculty. Their visit on April 10 and 11 was very successful.
- Later this term (Wednesday, May 21) **Dr. Kerry Ann Rockquemore** from the National Center for Faculty Development and Diversity will come to OSU to lead two separate mentoring workshops:
 - Re-thinking mentoring
 - Mentoring 101

2014-2015 Academic Year

- **Dr. Jane Lubchenco** has agreed to speak as part of the President's Lecture Series in Fall 2014. The topic has yet to be decided but possible topics include: advancing women in STEM disciplines, moving from research to administration, work-life balance or her experience at NOAA.
- **Adrianna Kezar**, Professor of Higher Education from University of Southern California, will be at OSU on January 15, 2015 to speak on the topic of best practices for fixed-term faculty. The hope is that Dr. Kezar will be able to present a public lecture and then an informal workshop for the appropriate academic unit heads. As she is a long-standing professional colleague of Dr. Nana Osei-Kofi, the new DPD Director, we are saving time in her schedule at Nana's request for her to work with the DPD program as well while she is here. Additional opportunities might include sessions with OSU leadership and the Leadership Academy during her time here.

Other speakers and future plans

- The speaker series subcommittee voted to recommend that PCOSW support a request for \$200 from Women, Gender and Sexuality Studies to host **Dr. Hanan Hammad** to OSU

in April 2014 to give a talk on Egyptian women's roles in the Arab Spring and in contemporary Egypt. This talk was sponsored by the full commission, with funds allocated from the Scholarships and Awards subcommittee.

- We are looking into inviting **Rut Martinez-Alicea**, a Facilitator from Portland Community College and Portland State University, to present a workshop for our members and a workshop for the OSU community. One of the workshops she offers is *Working Effectively Across Differences*, which focuses on team building, intersectionalities, and understanding systems of power, privilege, discrimination and how to work effectively across differences.
- We also plan increase our partnerships with units on campus, such as by working with Intercultural Student Services to have speakers address topics relating to health disparities.

Request of President Ray

We request a continuation of the annual \$25,000 *President and Provost Lecture Series* budget for the 2014-15 academic year.

- \$15,000 to cover the costs of three speakers as part of the President's Lecture Series
 - Dr. Adrianna Kezar (confirmed)
 - plus two more speakers
- \$10,000 to cover the costs of two additional collaboratively sponsored lectures

3. Mentoring & Career Advancement Subcommittee Mid-Year Report

Focus of work:

At the retreat and in subsequent meetings and discussions we have reviewed past and current efforts and programs in mentoring at OSU.

Mentoring and Development at OSU

Strong mentoring and development programs at OSU:

- We are impressed by the excellent example set by the College of Liberal Arts in developing a well-defined mentoring program that is highly accessible on the web.
- The Graduate School has created an excellent Mentoring Website and issues a regular newsletter (The Mentor).
- The College of Forestry has a strong mentoring program for its research support faculty.

Strong mentoring and development programs at other institutions:

- Christina Dewitt who came here from Oklahoma State University has pointed out the excellent and effective program developed there to mentor and advance the careers of staff, the Ambassador Program.

Staff program: <http://hr.okstate.edu/training/ambassador>

All programs: <http://hr.okstate.edu/training/certificate>

Incentives for participating in the programs: <http://hr.okstate.edu/training/incentives>

Note that pay increases are associated with degree attainment

- Texas A&M is a research university with a well-developed mentoring program that is inclusive of contingent faculty and staff as well as tenure track faculty.

Academic department mentoring program inventory

Cindy Alexis of the PCOSW Leadership Team is approaching administrative assistants in the academic department with the following questions about mentoring programs in their units:

1. Do you have a formal mentoring program?
2. How long has the program been active if present?
3. Who is included as mentors and mentees?
 - a. Tenure track faculty only
 - b. Non-tenure track (fixed-term) faculty
 - c. Instructors
 - d. Staff
 - e. Students and post-doctoral fellows
4. Is there a program to connect mentees with mentors outside of the department?
5. What are your future plans for enhancing mentoring?
6. What are your stories or documentation of success from the mentoring programs?

Proposed recommendations to President Ray:

- Should there be a central mentoring resource or point person at OSU? At this time many fixed-term faculty and staff have trouble getting the mentoring that they need.
- We suggest requiring a yearly report from department chairs and deans regarding mentoring programs and priorities.
- We suggest that the job descriptions of department chairs and deans include mentoring.

4. Scholarships and Awards Subcommittee Mid-Year Report

Focus of work:

The PCOSW subcommittee for awards and scholarships has two primary functions: 1) to distribute scholarships and provide co-sponsorship for events and talks; and 2) to award a member of the OSU community with the University Mentoring and Professional Development Award.

In awarding scholarships, PCOSW provides funding to women faculty, students, and staff, either to support research or to fund professional development opportunities. PCOSW also provides funding to individuals engaged in research related to women's issues. The subcommittee has the authority to distribute awards up to \$500. The greater PCOSW membership must approve larger awards. Candidates may submit an application at any point during fall, winter, and spring quarters although students hoping to receive funding during a specific quarter must submit their applications by Friday of week five. The committee meets and determines recipients in week seven.

Discussion:

During the 2012/2013 academic year, the subcommittee modified the application process for funding and co-sponsorship, principally by creating a simplified on-line application. The subcommittee publicized this funding in OSU Today as well as via numerous campus Inform lists. As a consequence of these changes and greater publicity, the committee received several applications during the 2012/2013 year and awarded 21 scholarships.

Members of the 2013/2014 subcommittee continue to experience the dividends of these changes. To date, the subcommittee has received 71 applications and has provided \$11,620 in funding to 23 individuals, including: 8 faculty/staff members and 15 students (7 undergraduate students and 8 graduate students). The funding process has become highly competitive and the subcommittee utilizes PCOSW's mission statement to determine which individuals and projects to support. Given the remarkable increase in applications and the constancy of our budget, the subcommittee has opted in several cases to provide partial awards (e.g., \$120 for a software program, \$200 towards airfare, \$100 for conference registration) so as to increase the number of total recipients.

PCOSW has awarded funding to a variety of research projects and professional development opportunities. The subcommittee has awarded money, for example, to students, staff, and faculty attending national conferences critical to their field. Some of these conferences include a meeting of the Association of Non-Traditional Students in Higher Education (ANTSHE), a meeting of the American Society for Microbiology, and a meeting of the Comparative International Education Society (CIES). The committee has supported students, staff, and faculty engaged in research. In one instance, the subcommittee provided financial support to a female graduate student needing to travel to Virginia Tech in order to learn the radioimmunoassay techniques critical to her research on pathogens and contaminants. PCOSW has also provided funding to individuals needing to travel outside the US to conduct research. In one case, the subcommittee provided airfare assistance to a student who will travel to Puerto Rico to conduct an analysis of maternal and child health. The subcommittee has also supported applicants whose needs are more local. In one instance, the subcommittee helped a graduate student purchase a

software program critical to her dissertation research. In another, the subcommittee helped an applicant to purchase the supplies she needed to create an art installation titled “Female Specimen,” a study of the media depictions of women’s bodies.

PCOSW continues to provide co-sponsorship to programming and events that align with the organization’s mission. During the 2013/2014 year, the organization provided \$2,225 in co-sponsorship. In one instance, the subcommittee gave \$350 to a student group, Women in Policy, to help defray the costs for a public screening of the film “Girl Rising”. It is also supporting the visit of Dr. Hanan Hamad to Oregon State University in May 2014. Dr. Hamad will discuss the involvement of Egyptian women in the Arab Spring.

As is it did in the 2012/2013 academic year, the subcommittee provided \$1425 in funding to OSU faculty and students so that they could attend the Oregon Women in Higher Education Conference (OWHE), which took place at OSU on January 24, 2014. The subcommittee provided \$50 scholarships to 11 students and \$125 awards to 7 faculty to help defray the costs of registration. In order to simplify the reimbursement process, the subcommittee worked more closely with conference organizers so that reimbursement was transferred directly to the conference organizing committee instead of to attendees.

Currently, the subcommittee is receiving campus-wide nominations for PCOSW’s University Mentoring and Professional Development Award. The deadline for nominations was April 11. The committee will determine the recipient by May 15th.

Our work on the Mentoring and Professional Development award will conclude with a final re-evaluation of the award announcement and application material. During fall quarter, members of the committee contemplated whether to create an additional award, one that would recognize outstanding mentors and advocates of professional development earlier in their career. The subcommittee was motivated to initiate this discussion as a consequence of the 2012/2013 nomination process. Nominators identified ten outstanding candidates, but the language of the award is better suited to an individual more advanced in their career. In response to these deliberations, the larger commission suggested that the subcommittee instead revise the language of the existing award given the challenges of establishing a new award. In the future, this committee may want to consider whether to modify the Mentor and Professional Development award so that future committees can recognize early-career faculty who are doing exemplary work in mentoring and supporting professional development.

Our work on the PCOSW subcommittee for scholarships and awards will conclude with a final consideration of scholarship applicants during week seven of spring term and a discussion of future goals and considerations. Before the committee adjourns for the year, it will identify goals and objectives for the 2014/2015 academic year.

5. Status of Women Subcommittee Mid-Year Report

Focus of work:

The goal of our subcommittee is to make data easily and publicly accessible that concisely describe the status of women at OSU. Ultimately, we would like to present data in a dashboard or other format that is accessible to the university community, and would make it easy to update and expand on.

We have made several strides in meeting our goals this year:

Gender Analysis of OSU Leadership

As the tenure track is often the focus of analysis, and some attention is being given to fixed-term faculty this year, we decided to focus on the proportion of women in administrative roles, including president, vice presidents, deans, and other leadership roles. Existing literature indicates that there is a gender gap in academic leadership nationally.

- We examined similar studies by other universities
- We identified positions in leadership strata which had budgetary oversight, or were involved in strategic decision-making.
- We discussed our goals, and submitted a request for gender analysis of the personnel in these positions to the Office of Institutional Research.
- We have examined these data, and requested more detailed data from the Office of Institutional Research.
- We will seek to incorporate the Office of Equity and Inclusion's annual analysis of the Oregon State University workforce where it is relevant to do so.

Preliminary Conclusions: Although we are still looking at data, it would appear that there are not striking gaps in representation of women at the upper levels of OSU's leadership. However, this picture changes as the view is shifted to the college and department level. More detailed, department-level data has been requested before making conclusions. Additionally, we have requested that when possible underrepresented minorities are included in institutional data.

PCOSW/OPAL Collaboration

Representatives from OPAL, The Oregon Policy Analysis Laboratory, came to one of our meetings to seek research opportunities for their graduate students. Two masters students became interested in our work, and are participating in a reading and conference project inspired by the data we have already acquired describing the gender gap in tenured/tenure track in STEM units.

The students, Anastasiia Ivlieva and Iana Shetsova are designing a survey to query current graduate students and alumni about how their mentoring experience at OSU influenced their career choices. In other words, why do so few women trained in STEM choose to pursue tenure track careers? Courtney Everson, Graduate Program Analyst & Graduate Liaison from the OSU Graduate School is assisting by providing data and advice on how

best to approach this project. Kristin Nason, a research assistant from the Survey Research Center, is also providing guidance on how to design an unbiased, scientific survey. The students are perusing the literature, and have been surprised not to find another study addressing this question. They are meeting with other key people around campus to identify the topics and questions that need to be asked to address this important issue. It is likely this project will span several quarters and sets of students before it can move through IRB, be administered, and the data analyzed.

Preliminary Recommendation:

The collection and analysis of institutional data at OSU is important for institutional reflection, accountability, and progress. However, this type of work straddles the line between service and research, which can make it difficult to find resources to perform thorough, unbiased science. Good decisions should be based on evidence, which can only come from such studies, yet such work does not always receive the respect from colleagues that it should. For example, it was recently reported to us that during the periodic review of faculty, the supervisor of the principal author of a recent survey project at OSU directed her to focus on peer-reviewed publications rather than this type of service.

We recommend that OSU provide FTE, teaching buyout, and/or other resources needed for important institutional analysis projects, perhaps by providing an inter-institutional grant for such work.

6. Work-Life Balance Subcommittee Mid-Year Report

Focus of Work

The PCOSW Work Life Balance (WLB) Subcommittee continued its focus on issues of child care and support for nursing mothers during 2013-14 as part of an ongoing goal in its continual effort to support OSU's strategic efforts to be a family-friendly community and employer.

Child Care

A major focus of this committee has been an examination of the child care needs of faculty, staff and students. In last year's report, the PCOSW WLB subcommittee recommended hiring an independent agency to assess the availability and affordability of child care options near and on campus. Subsequently, the PCOSW WLB Subcommittee, in conjunction with the Office of Childcare and Family Resources and the Academic Affairs Office of Work-life, commissioned an independent assessment / analysis of available child care in the Corvallis community as well as current and projected needs for child care serving OSU faculty, staff and students. Mills Consulting Group was awarded the contract in fall 2013 and completed the study in February 2014.

The PCOSW WLB Subcommittee hopes that this report will be used as a foundation for developing recommendations for short and long-term solutions that will support OSU's strategic efforts to be a family-friendly community and employer. Currently, it is being examined by Senior Vice Provost for Academic Affairs, Becky Warner, and Vice Provost for Student Affairs, Larry Roper, who have determined that additional on-site child care is very important to the successful recruitment and retention of faculty and staff.

Key findings and considerations as cited in the study are as follows:

- There is a clear interest in/demand for an OSU child care center, financial assistance for child care, after school programming, emergency care options, and holiday/summer care programming across faculty, staff and student respondents.
- Those respondents who are likely to have or adopt a baby within the next two years have a high preference for using center-based child care as their first choice.
- The highest percentage of parents responded that they use center-based care for their children infant through preschool age.
- Sixty-three percent (63%) of respondents reported that they had difficulty in finding child care; 66% reported that most care was too expensive and 53% reported that programs were already filled.
- Ninety-five percent (95%) of students, 63% of staff, and 31% of faculty reported that their annual household income was under \$70,000.
- Ten percent (10%) of respondents (72) indicated that they presently receive a child care subsidy from the Child Care and Family Resources Office.
- Almost twice as many faculty and staff than students indicated that a child care center was their first choice.

- Financial assistance to pay for their own choice of care, onsite emergency back up care, and a child care center at or near campus were reported as very likely to be used by the largest percentage of respondents.
- Eighty-seven percent (87%) of respondents reported that they would be more productive at work or school if they had child care that they liked and could afford.
- Of the respondents who reported that they were late to class or work due to a problem with their child care arrangements, they were late an average of 4.2 days and missed class or work an average of 2.6 days in the past year.
- One hundred and four (104) faculty and staff and 85 students reported that they have contemplated either leaving the OSU workforce or withdrawing from OSU because of a lack of satisfactory child care arrangements.
- Many respondents commented that the cost of child care at Beaver Beginnings is too expensive and that the waiting list can be up to 2–3 years long.
- Very few child care centers in Corvallis or in surrounding communities serve infants; in October 2013 there were only 2 infant openings and 1 toddler opening at centers in Corvallis.
- Center-based monthly full time care in the community of Corvallis for infants ranged from \$900 to \$1,140; for toddlers ranged from \$894 to \$1,140, and for preschoolers ranged from \$616 to \$1,069. Beaver Beginnings monthly full time rate for infants and toddlers is \$624 for students, \$862 for faculty, and \$1,166 for the community.
- Regulated family child care in Corvallis is less expensive than center-based care, but there are very few infant toddler slots available.
- Of the benchmarked peer institutions, Penn State has the most child care slots at 559, and OSU has the least at 148.
- Four out of six institutions have a full day lab school program on campus, in addition to a child care center(s).
- The majority of OSU stakeholders interviewed overwhelmingly agreed that there is a need for additional child care services on campus to serve faculty, staff and students.
- Stakeholders felt that having additional child care services on campus was important in order for OSU to recruit talented faculty, especially dual career and women.
- The retention of faculty staff and students was also cited by stakeholders as critical, as less turnover means less money lost by OSU.
- Stakeholders and focus group participants expressed that OSU is not “living up to” its marketing stance of being a family-friendly institution in relationship to the availability and affordability of campus child care.
- Stakeholders reported that as an institution that states that they are family friendly, having additional child care services on campus is the “right thing to do” for OSU.
- Focus group participants from student, faculty and staff meetings all indicated that cost and availability of child care were major concerns.

- Experienced staff, good teacher to child ratios, and consistency of caregivers were noted in focus groups as some of the most important factors in an early care and education program.
- Faculty in focus groups reported that having onsite child care sends the message that OSU is serious about supporting families; faculty and staff reported that they could move from part time to full time work; and students said that this would help them succeed to focus on their studies and balance their family responsibilities.

Considerations

- OSU develops a child care center on campus that has infant, toddler, preschool and school age slots.
- Have one room available at this center for emergency child care—this room during school vacation and summer can be used for school age care.
- Tuition at an on campus center needs to be subsidized based on a sliding fee scale which is based on annual household income.
- Make available a child care tuition assistance program for people’s choice of community-based licensed child care.
- If a child care center is developed, decisions regarding its structure need to be made (i.e. will it be a 501(c)(3), part of OSU, or vendor-operated).
- With a new child care center, decisions regarding the department and liaison at OSU who oversees the center need to be made, as well as determining how much input OSU has regarding program quality.
- Examine how and if OSU wants the new child care center to reflect the research and teachings of the Human Development and Family Sciences department and other departments in relation to programming at the center.
- As OSU examines the child care needs for students, faculty and staff, decisions regarding the proportions of funding from various offices needs to be determined, as well as who the center will serve.
- A marketing plan needs to be developed that will ensure that students, faculty and staff are aware of the various child care initiatives and resources available to them, and how their questions can be addressed.

Recommendation: From our review, the PCOSW Work Life Balance Subcommittee recommends that the findings and considerations specified in the child care needs assessment study conducted by Mills Consulting Group be used to develop recommendations for short and long-term solutions that support OSU’s strategic efforts to be a family-friendly community and employer.

Lactation Rooms

During 2012-13, the PCOSW WLB Subcommittee investigated lactation rooms on the Oregon State University campus and other campuses across the country to better understand how to address the lactation needs of OSU faculty, staff and students. The importance of supporting lactation on campus cannot be overemphasized, as approximately 70% of new mothers are now following doctors recommendations to breastfeed infants for the first 6 months of life or longer (Slavit 2009).

The benefits of breastfeeding for babies and mothers are numerous, including faster recoveries from pregnancies and improved overall health of moms and children (Slavit 2009). More specifically, for babies, breastfeeding lowers the risk of ear infections, respiratory infections, dermatitis, gastrointestinal disorders, asthma, obesity and type 1 & 2 diabetes. For mothers, breastfeeding lowers the risk of weight gain, maternal postpartum depression, cancer (breast, ovarian, endometrial), type 2 diabetes, and osteoporosis. Given the fact that the nature of milk production is a constant process that necessitates ongoing, periodic expressions of milk, short breaks from worker productivity and special accommodations are necessary for success. Oregon Wage and Hour laws require employers to make reasonable efforts to provide unpaid leave/rest periods and private space in close proximity of the employee's work area for milk expression or nursing of children up to 18 months of age. While businesses are not required to provide dedicated lactation rooms, many employees and students on the OSU campus work or study in public areas. Restrooms are not acceptable areas for lactation because of the health risks they present. Dedicated lactation rooms in accessible areas across campus provide viable opportunities for milk expression or nursing and contribute to the success of female faculty, staff and students' ability to breastfeed their babies during the formative years of early life.

The Business Case for Supporting Lactation in the Workplace

Lower Health Care Costs

Breastfeeding can reduce medical costs for mother and child. For every 1,000 babies not breastfed, there are an extra 2,033 physician visits, 212 days in the hospital and 609 prescriptions.

Lower Absenteeism

One-day absences to care for sick children occur more than twice as often for mothers of formula-feeding infants.

Employee and Student Retention

Providing lactation support programs can contribute to the retention of faculty, staff and students. For example, one study of multiple companies with lactation support programs noted an average retention rate of 94%.

Work-Life Balance

Providing easily accessible lactation support, along with additional family-centered programs, can support the needs of employees who want to be productive in the workplace while meeting the needs of their family.

Federal and State Law

Federal and state law requires employers to accommodate the lactation needs of their employees by providing unpaid rest periods and private space in close proximity to the employees' workspace.

Reference: Slavit, Wendy I., editor. Investing in Workplace Breastfeeding Policies and Programs: An Employer's Toolkit. Washington, DC: Center for Prevention and Health Service, National Business Group on Health. 2009.

Based on an analysis of OSU's institutional peers, the PCOSW WLB Subcommittee recommends that OSU adopt a policy for designating lactation space in all campus buildings. OSU's current policy does not require buildings to have lactation rooms and indicates that acceptable areas for expression of milk include: employees work area, a room connected to a public restroom, a child care facility, or an unused office. According to the current policy these spaces only require an electrical outlet and the ability to be concealed from view with a secure door. The current policy focuses on the designation of spaces and does not include any reference or emphasis on quality of lactation spaces. We believe OSU aspires to more than setting and meeting minimum standards and in service to those higher standards we request that OSU implement comprehensive lactation room requirements. We propose the following requirements, modeled after similar standards in place at the Ohio State University. Components of the Ohio State policy recommended for adoption at OSU include the following:

Ohio State University

Tier 1 Lactation room requirements (All newly designed and constructed buildings after March 2006) (Minimum of 40 – 60 sq. ft)

- Signage external to the room
- Fully adjustable chair
- Height adjustable footrest
- Small side table / Counter / Folding down shelf to be used for the breast pump and a laptop
- Standard 48" base cabinet with small standard sink installed near an existing water access and drain to ensure sanitation
- Soap dispenser and paper towel dispenser
- Trash can
- Wireless internet access and/or power outlet for a laptop
- Clothing hook
- Installation of a keyless entry system on an existing door with a mortise lock or a key to lock/unlock that is easily accessible or the ability to lock the door from within
- Clock
- Soft lighting (lamp)
- Phone
- Access to an electrical outlet /power strip for breast pump
- Wall mounted mirror (24"W x 72"H)
- Cork bulletin board
- Option for a literature rack

Tier 2 Lactation room requirements (Consideration for converting rooms in existing buildings)

- Close to a bathroom for sink access
- Signage external to the room that indicates vacancy / do not disturb
- Ability to lock door from the inside
- Fully adjustable chair
- Access to an electrical outlet with a power strip for breast pump
- Small side table
- Trash can

- Clock
- Wall mounted mirror (24”W x 72”H)
- Optional items: Other items from Tier 1 lactation requirements should be incorporated if resources are available such as foot rest, paper towel dispenser, clothing hook, lamp, phone, cork bulletin board, literature rack etc.

Recommendation: From our review, the PCOSW Work Life Balance Subcommittee recommends that OSU develops and adopts a policy for creating well-equipped lactation rooms in all new buildings and all renovations, and a policy for designating space when available in other buildings. To stand out as exceptionally mother-friendly, we also recommend that OSU invest at the university level in room maintenance and improve furnishings in some of the other, less equipped spaces. We request the University maintain an annual budget of \$5,000 for creating and maintaining a campus-wide system of lactation rooms.

Access to Paid Family and Hardship Leave

During the last fiscal year, the PCOSW WLB Subcommittee investigated the variation of OSU employees’ access to paid family and hardship leave at Oregon State University with concern that certain segments of employees, such as 9-month faculty, had limited access. This year the PCOSW consulted with HR Benefits and learned more about the complexity of this issue. The PCOSW would like to continue its examination of this issue before making specific recommendations for improving equitable access to paid leave.

Alliance for Work-Life Progress Seal of Distinction



The PCOSW WLB Subcommittee acknowledges OSU’s 2014 World at Work’s Alliance for Work-Life Progress Seal of Distinction. The award was given to a diverse set of employers in education, finance, government, health, law, manufacturing and pharmaceuticals across 20 states and the District of Columbia. The application for the World at Work’s Alliance for Work-Life Progress Seal of Distinction provided OSU a tool for assessing its infrastructure and support for work-life balance for faculty, students and staff. OSU received this award along with universities such as Brown, Emory University, George Mason University, John Hopkins, University of Arizona, University of California - Davis, University of Iowa and Yale. This year’s effort was coordinated by the Academic Affairs Office of Work-Life and the Childcare and Family Resource Center.

Recommendation: The PCOSW WLB Subcommittee recommends the Academic Affairs Office of Work-Life and the Childcare and Family Resource Center continue the coordinated effort of applying for the World at Work's Alliance for Work-Life Progress Seal of Distinction and use this tool as a way to regularly benchmark OSU's progress towards strengthening its strategic efforts to be a work-life supportive community and employer.

Summary of Recommendations

PCOSW Recommendations to the President

- A. We recommend that the findings and considerations outlined in the child care needs assessment study conducted by Mills Consulting Group be used to develop recommendations for short and long-term solutions that support OSU's strategic efforts to be a family-friendly community and employer.
- B. We recommend that OSU develop and adopt a policy for creating well-equipped lactation rooms in all new buildings and all renovations in a effort to be a family-friendly community and employer.
- C. We recommend that OSU invest at the university level in room maintenance and improve furnishings in some of the other, less equipped spaces by allocating funding to maintain a \$5,000 annual budget to these efforts.
- D. We recommend that OSU annually apply for the WorldatWork Alliance for Work-Life Progress Seal of Distinction and use this tool as a way to benchmark OSU's progress towards building a strong and competitive work-life supportive community and employer.

7. PCOSW 2013-14 Committee Membership List

Leadership Team	Anne Gillies (co-chair)* Jan Spitsbergen (co-chair) Julie Walkin (treasurer) Mariette Brouwers (Secretary)	Cindy Alexis (membership)* Malgo Peszynska (web manager) Inara Scott (Facebook manager) Karren Cholewinski (admin) Louisa Hooven (member at large)
Work Life Balance	Mariette Brouwers* Michelle Mahana Judy Neighbours Amy Luhn Abby Metzger Robynn Pease	(Less able to participate: Kendra Sharp Lori Kayes Susie Brubaker-Cole Michelle Maller)
Speaker Series	Cindy Alexis Mary Samuel Mary Hughes* Elba Moise	Dana Sanchez Mehra Shirazi Malinda Shell
Status of Women	Jennifer Almquist Amy Davila-Klautzsch Kryn Freehling-Burton Louisa Hooven* Laurel Kincl Julie Walkin	Shiao-Ling Yu Deborah John Susana Rivera-Mills Emily van Bronkhorst (ASOSU WATF) Amy Schmierer
Scholarships & Awards	Natalia Fernandez Kira Hughes Shirley Mann Kara Ritzheimer*	Becky Vega-Thurber Linda O'Hara Pat Ketchum Marilyn Read
Mentoring/Career Advancement	Stephanie Bernell Christina DeWitt Nicole Duplaix Mirabelle Fernandes-Paul Jan Spitsbergen*	Melinda Manore Malgo Peszynska Nadia Stegeman Terence Brasch II (SAFERIDE)
Mission & Bylaws Update	Kryn Freehling-Burton* Marisa Chappell	Michelle Kutzler Candy Pierson-Charlton

* Conveners/subcommittee chairs