UAB Commission on the Status of Women
Recommendations for 2006-2007

The following list of action items was developed by the UAB Commission on the Status of Women after a process of summarizing and prioritizing all issues noted and discussed by UAB’s women. The concerns expressed at town-hall meetings and via the Commission’s feedback mechanisms were first discussed at a committee level, then at a commission level. They were prioritized based on frequency and importance. The recommendations presented below are the ones that consistently came to the fore, and we appreciate the opportunity to bring them to the attention of UAB’s president and upper administration.

1. Parental Leave
Provide paid maternity/paternity leave that does not run concurrent with sick leave for birth, adoptive, and foster parents and legal guardians.

2. Child-Care Center
- Expand the size and programs of the existing UAB Child Care Center by seeking partnerships with commercial providers;
- Increase programming to include after-school and summer programs for children up to 12 years of age;
- Provide UAB student tuition assistance for child care and salary-based discounts for UAB employees;
- Provide child care for mildly ill children in various circumstances;
- Further capitalize on opportunities for student training and professional development at the Child Care Center through partnerships with the UAB School of Education, the Maternal and Child Health Department (SOPH), and other appropriate units.

3. Lactation Centers
- Increase the number of lactation centers from the two currently in the UAB Medical Center, expanding locations to include all areas of campus;
- Provide education to supervisors to ensure support across campus for employees wishing to use these facilities.

4. Representation and Compensation
Provide resources to enable the Commission, by way of surveys and other appropriate means, to obtain and analyze data on women’s roles and ranks at UAB, their compensation and promotion rates at various ranks, and their perceptions of their own positions and possibilities for professional development as employees and students of UAB.
This year saw the origination and first-year operations of the first ever UAB Commission on the Status of Women. Charged by President Carol Garrison and working under the auspices of the office of Dr. Louis Dale, Vice President for Equity and Diversity, the Commission had its first official meeting on August 25, 2005.

As noted on the Commission’s Web site (www.uab.edu/women), the Commission advises the UAB president on issues, policies, and practices that affect women at UAB and proposes initiatives to ensure that UAB fairly meets the needs of its women employees and students. In its first year, the Commission has accomplished a number of its projected goals. The following is a summary of the first year’s accomplishments:

I. Finalized the organizational structure of the UAB Commission on the Status of Women and elected a Vice Chair.
II. Developed a mission statement.
III. Developed membership policies and procedures.
IV. Held a series of town-hall meetings to receive feedback from all women across campus on issues relevant to working, studying, and living at UAB, and developed recommendations based on that feedback.
V. Developed a system of communications that includes a feedback mechanism whereby university-affiliated women can provide feedback to the Commission.
VI. Other activities:
   1. Elected a representative to the American Association of University Women (AAUW).
   2. With the Vice Provost for Faculty Development, co-sponsored a Career Development Conference with Janet Bickel.
   3. Organized Suits for Success, a clothing drive on campus for professional clothing and accessories.

I. ORGANIZATIONAL STRUCTURE (see Organizational Chart in Appendix 1)
The UAB Commission on the Status of Women is divided into four standing committees, which include a chair and regular and alternate members. The committee chairs, together with the Commission Chair (Dr. Mona Fouad) and Vice Chair (Dr. Linda Frost), constitute the Commission’s Executive Committee. The following slate of standing committees has been adopted:

1. Representation and Compensation
   Elizabeth Sztul, PhD, Chair
   Penelope Bosarge
   Madelyn Coar, DMD, PC
   Linda Cunningham (alt)
   Carrie Elzie (ex-officio)
   Kimberley Fort, MBA
   Nesha Little (alt)
   Janice Patterson, PhD (alt)
   Holly Richter, MD (alt)
   April Rollins-Kyle
   Rose Scripa (ex-officio)
Committee Activities:
- Obtained information on UAB total work force by gender within distinct job categories, on UAB full-time faculty by rank, gender, and tenure status as organized by school/unit, and on UAB student enrollment, retentions, and graduation as rated by gender within the schools.
- Used faculty, staff, and student town-hall meetings to identify the following concerns: lack of female representation in middle management; no pay incentives for additional training or degrees; lack of direct relationship between performance and raises; lack of consistence in salaries between departments for the same level and title; lack of vacation accrual for weekly and bi-weekly employees; lack of maternity leave in addition to medical leave; lack of child care for holidays for essential service employees.

2. Campus Climate and Environment

Tondra Loder, PhD, Chair
Linda DeRocher, Co-chair (alt)
Pauline Jolly, PhD
Alesia Jones (Human Resources)
Karen Kennedy, PhD
Melinda Lalor, PhD

Committee Activities:
Prioritized, researched, and analyzed key issues that emerged from the town-hall meetings concerning child care; maternal, child, and family accommodations; maternity and family leave; and campus safety.

3. Communication and Outreach

Daphne Powell, Chair
Patricia Higginbottom, Co-chair (alt)
Anita Bonasera (affiliate)
Christina Bryant (ex-officio)
Charita Cadenhead
Rosemary Davenport
Stephanie DeRieux
Zoe Dwyer, PhD (alt)

Committee Activities:
- Established critical relationships with key campus publications personnel for ongoing communication with the campus community.
- Created a Web site with a community feedback mechanism.
- With the assistance of Associate Professor Erin Wright, Department of Art and Art History, launched a student competition to develop a graphic identity for the Commission.
- Implemented the work of graphic design student Keith Higginbotham in all publications and announcements of the Commission.
Coordinated and facilitated five town-hall meetings.
Established a listserv for news announcements and to facilitate communication among the women throughout campus.

4. Membership

Kimberley Fort, Chair
Daphne Powell, Co-chair
Carrie Elzie (ex-officio)
Karen Kennedy
Lorraine Smith (alt)

Committee Activities:

- Defined and documented membership roles and attendance criteria.
- Reviewed terms of service to secure continuation of work in progress.
- Improved student representation by nominating one of the three ex-officio students to become a voting member and creating an ex-officio student group with representatives selected from each of the nine student government associations.
- Developed guidelines for applications, nominations, appointments, and membership eligibility criteria.
- Added a regular and alternate postdoctoral fellow-member position.

II. MISSION STATEMENT

Answering to the UAB president through the Office of Equity and Diversity, the UAB Commission on the Status of Women seeks to create an environment at UAB that enhances the personal, professional, and academic growth of women. Our mission is to:

- Assess the current climate and conditions in which women work, live, and study at UAB by overseeing and conducting research focused on those areas.
- Propose initiatives that will ensure women’s equal access to university resources, salary increases, and other benefits and provide means by which all women affiliated with UAB can better pursue their personal, educational, and professional goals.
- Work with the president and the university at large to implement those initiatives.
- Monitor the success of the Commissions’ initiatives.
- Keep the campus community informed of the Commission’s work.
- Align ourselves with other organizations, both on and off campus, concerned with improving the conditions for the work and lives of women.

III. MEMBERSHIP POLICIES AND PROCEDURES

To ensure equal representation for all UAB women as well as consistency in the nomination process, the Commission developed Membership Bylaws presented in full in Appendix 2.

IV. TOWN-HALL MEETINGS (see Appendix 3 for a poster of the town-hall meetings awareness campaign)

In March 2006, the UAB Commission on the Status of Women held five town-hall meetings at various locations across campus (Spain Auditorium, the HUC Alumni Auditorium, and the Spencer Honors House), targeting faculty and staff and students. The meetings were held at various times during the day to reach the largest body of interested women possible. Moderated
by Dr. Pamela Burks, Director of Organization Development in the UAB Office of Human Resource Management, the meetings drew approximately 150 participants and generated significant discussion of the things UAB could and should do to better serve this population. Members of the Communications and Outreach Committee summarized the findings of the town-hall meetings and these results, along with feedback received via the Commission’s Web site, were discussed at the general meeting on April 12, 2006.

The concerns raised by the town-hall meetings are presented in detail in Appendix 4.

After the town-hall meetings, each committee met to address the concerns raised in those discussions and to develop recommendations for action to be considered by the Commission as a whole. For instance, given that many of the concerns brought up at the town-hall meetings were actually services already in place at the university but about which there was little public visibility, the Communications and Outreach Committee has emphasized the need for greater publicity and greater access to information about these services across campus.

Organized by standing committee, the developed recommendations include the following:

1. **Representation and Compensation**
   - Obtain and analyze data on the length of time women/men spend within each rank/grade before promotion; the compensation women/men receive within each rank/grade; the retention rate for women/men within each rank/grade.
   - Hold employee meetings and conduct an employee survey to assess how women perceive their employment status and professional opportunities at UAB as well as what initiatives will optimize the UAB professional environment for women.

2. **Campus Climate and Environment**
   - **Child Care** *(see Appendix 5 for a summary of child-care services at UAB and other Southeastern universities)*
     - Seek partnerships with commercial providers to expand the UAB Child Care Center.
     - Increase the age limit at the UAB Child Care Center to include children up to age 12 years old.
     - Provide childcare for mildly ill children during school holidays and evening classes.
     - Provide student tuition assistance for childcare.
     - Provide discounts at the UAB Child Care Center based on salary for employees.
     - Capitalize on opportunities for student training and professional development at the UAB Child Care Center through partnerships with the UAB School of Education, the Maternal and Child Health Department in the School of Public Health, and other appropriate units.
   - **Parental Leave** *(see Appendix 6 for a discussion on parental-leave policies)*
     - Institute a maternity leave policy that does not run concurrent with sick leave for birth, adoptive, and foster parents and legal guardians (this would include the paternal parent/guardian).
     - Train department heads and administrative managers on UAB family leave policies.
• Clearly post policies for employee and family leave that currently exist on pertinent UAB web links (e.g. HR, faculty, staff, CSW).

Lactation Accommodations (See Appendix 7, Breastfeeding at UAB)
• Increase the number of lactation centers from the two currently in the UAB Medical Center, expanding locations to include all areas of campus.
• Establish a set of procedures and guidelines for lactation center usage, particularly in the areas of cleanliness, security, and scheduling.
• In collaboration with the UAB Department of Women and Infants Services, offer orientations for nursing mothers, managers, and supervisors.

Safety (See Appendix 8, UAB Police Department Programs)
• Increase the number of crime prevention programs.
• Work with the UAB Police Department’s Patrol Operations Division to increase the number of officer patrols around the campus (especially the Business and Engineering Complex, Spencer Honors House, Alys Stephens Center, Humanities Building, Education Building, and Physical Science Building), parking lots (especially the deck between Volker Hall and the Hill University Center), and medical district as well as time spent on late-night patrols monitoring areas, conversing with individuals, and observing activities.
• Expand efforts to inform the UAB community about safety via crime prevention workshops, web sites, brochures, display booths, and evening programs.
• In collaboration with UAB departments and units, raise awareness about Date Rape/Rape Aggression Defense (R.A.D.) classes.

3. Communications and Outreach
• Work on improved access to information by adding quick links to university resources on the Commission’s Web site and by working with key departments on campus to highlight information on the Web and in campus publications.
• Seek volunteers to serve as a resource for new employees and work with Human Resources to enhance the new employee orientation program at the departmental level.
• Work with the UAB Police Department to post campus watch notifications and incident reports on the Commission’s Web site and to highlight other crime education services provided to the campus community on both the Web and in campus publications.
• Work with Human Resources to highlight existing workshops related to negotiation skills, financial planning and investments, planning for retirement, time management, etc., and to implement new workshops as necessary.

4. Membership
• Add an alternate member for Divisions.
V. COMMUNICATIONS
The UAB Commission on the Status of Women opened a Web-based communication channel for all UAB women to express their concerns and provide feedback related to UAB women issues. A Web site, www.uab.edu/women, was developed to include resources and events related to women’s commissions from universities around the country.

VI. OTHER ACTIVITIES

1. American Association of University Women (AAUW)
The UAB Commission on the Status of Women elected Lee Vucovich as a liaison with the American Association of University Women. The liaison:
- Shared information about common issues and the work of the UAB CSW
- Attended the AAUW-sponsored workshop Alabama Constitutional Reform and Alabama Constitutional Convention in August of 2005
- Attended AAUW of Alabama Leadership Conference in August of 2005 to better understand the goals and plans of AAUW of Alabama and establish contacts

Dr. Mona Fouad, UAB CSW Chair, was the keynote speaker at the AAUW Birmingham Branch Annual Women’s History Celebration on March 4, 2006.

2. Career Development Conference with Janet Bickel
With the Vice Provost for Faculty Development, the UAB Commission on the Status of Women co-sponsored a Career Development Conference with Janet Bickel, former Associate VP of the Association of American Medical Colleges and author of several books and numerous articles on career advancement for women, to give workshops at UAB on January 11 and 12, 2006. Under the title "Women Who Spread Themselves Too Thin," the workshop attracted 92 faculty, staff, and students; 61 attendees completed the evaluation form.

3. Suits for Success
In an effort to demonstrate UAB’s commitment to the community, the CSW has organized two campus-wide drives to collect “gently used” professional clothing for “My Sister’s Closet,” a free resource for women in need sponsored by the Birmingham YWCA. Under the direction of CSW’s Dr. Laura Vogtle, this massive endeavor has been made possible by the joint efforts of the women faculty of the Schools of Medicine, Dentistry, and Nursing; the UAB Administration; numerous schools in UAB’s undergraduate programs, the Faculty Women’s Club, and many UAB sororities. Called Suits for Success, these drives will furnish high-quality clothing and accessories to enable women in need to obtain attire appropriate for interviewing for and sustaining jobs while they transition to higher levels of self-support. Collections will be held November 6-10, 2006 and March 5-9, 2007. The Whitaker Building and the Marshall Center will serve as the main stations for donations, but other satellite stations will be set up in several buildings on campus. The fall drive will focus on attire for work, while the spring drive will include requests for formal gowns suitable for younger women still in school, so they can enjoy their proms or have clothing for part-time and future full-time jobs.
APPENDIX 1:
UAB Commission on the Status of Women Organizational Chart

President
Dr. Carol Garrison

Vice President of
Equity & Diversity
Dr. Louis Dale

Commission on the
Status of Women (CSW)
Chair: Dr. Mona Fouad
Co-Chair: Dr. Linda Frost

Executive Committee
Chairs of Subcommittees

Representation & Compensation Subcommittee
Dr. Elizabeth Sztul

Campus Climate & Environment Subcommittee
Dr. Tondra Loder

Research & Methodology Subcommittee
Ms. Irina Stanishevskaya

Communication & Outreach Subcommittee
Ms. Daphne Powell

Membership Subcommittee
Ms. Kimberly Fort
APPENDIX 2:
Membership Bylaws

Section 1 – Qualification and Types of Membership

The Commission shall be composed of 21 regular and 21 alternate members nominated and elected by each school/library/division in the University. Individuals elected shall be persons interested in and willing to contribute to the improvement of opportunities for women in the University community. Persons eligible for Commission positions include: full-time regular faculty and staff, part-time regular faculty and staff, students, and fellows or residents who receive employee benefits from UAB or UAB Health System.

A. Ex-Officio Members

The Commission shall include the following non-voting ex-officio members:

- UAB President
- UAB Provost
- CEO of the UAB Health System
- VP of Equity and Diversity
- Faculty Senate Representative
- Graduate School Representative
- African American Faculty Association Representative
- Three-member Undergraduate Student Committee

Other ex-officio members may be appointed annually as needed upon recommendation by the Commission. These members will not have voting privileges.

B. Voting Members

The Commission shall be comprised of 21 regular voting members – one each from the 19 schools/libraries/divisions; one student representative, and one postdoctoral fellow. Members shall be elected to a term of three years, beginning on August 1. Student and postdoctoral members shall be appointed until they leave the university, with a maximum of one year. The student member shall be the voting representative of the ex-officio student committee. Members of the Commission who have held a full three-year appointment are eligible for reappointment after an absence from the Commission of at least one term. Members of the Commission who have held membership for two years or less may apply for full Commission membership during the next election cycle. The past chairperson remains a member of the Commission for one additional year immediately following the term as chairperson.

In order to ensure continuity of management, the Commission will be self-perpetuating and have a rotating membership. With the formation of the new Commission, charter memberships will be broken down into one-, two-, and three-year terms. Those charter members with one-year terms will have the option to serve an additional consecutive three-year term. Charter members with two-year terms will have the option of serving an additional consecutive three-year term. Charter
members with three-year terms will not have an option of an additional consecutive term. All Commission members must notify the chairperson of their desire to serve an additional term prior to the solicitation of new members in the spring.

C. Alternate Members
The Commission shall be comprised of 21 alternate non-voting members – one each from the 19 schools/libraries/divisions; one student representative, and one postdoctoral fellow. Student alternate members shall be appointed until they leave the university, with a maximum of three years. The student shall be appointed by the ex-officio student committee. Alternates of the Commission who have held a full three-year appointment are eligible for reappointment as a voting member without having to cycle off the Commission at least one term. Members of the Commission who have held membership for two years or less may apply for voting Commission membership during the next election cycle.

Section 2 – Resignations and temporarily inactive members

If a current member of the Commission finds it necessary to be absent from the university for a period of six months or more, the alternate will act in her place. Upon return to the university, the first member will complete her original term of service and her substitute will return to alternate status.

If a member finds it necessary to resign from the Commission, the alternate will become the voting member, and the represented area will be asked to elect an alternate to complete the alternate’s original term of service.

Section 3 - Inactive Members

Voting members missing more than one-half of the regular meetings or missing three consecutive meetings without a proxy shall be declared inactive and shall be asked to resign. If the inactive member is a regular member, the alternate will move up to the regular member position and complete the original term of service. After notification of the inactive member, the represented area will be asked by the Commission chairperson to elect a member to fill the vacated position.

Section 5 - Affiliate Members

Each year, the Commission may appoint affiliate members to serve on standing committees. Affiliate members are appointed for one year but may be reappointed. Affiliate Members may serve on all Commission committees and subcommittees. Affiliate members shall have the privilege of the floor in all committee meetings and in Commission meetings but shall not have voting privileges.
APPENDIX 3:
CSW Town-Hall Meetings Awareness Campaign

WOMAN, Who are you?
Who do you want to be?

As a UAB Woman, you are invited to share your ideas and opinions on how to make UAB a better place...to study...to work...to excel.

UAB Women Town Hall Meetings

Faculty and Staff Meeting Options
Monday, March 6 HUC Alumni Auditorium 10:30 - 12:30
Monday, March 6 HUC Alumni Auditorium 2:00 - 4:00
Tuesday, March 7 Spain Auditorium 3:00 - 5:00

Students Meeting Options
Monday, March 13 HUC Alumni Auditorium 10:30 - 12:30
Tuesday, March 14 Spencer Honors House 2:00 - 4:00

www.uab.edu/women 1 996.2880 UAB Commission on the Status of Women
APPENDIX 4:
Concerns Raised During the Town-Hall Meetings

- The expansion of the UAB Child care Development Center, along with a plan to lower its cost to the consumer; a child-care facility in the UAB Hospital itself
- The possibility of TIAA/CREF matching, life insurance, and educational assistance benefits for part-time monthly employees, many of whom are working mothers
- Greater course offerings in Women’s Studies
- More on-line and night-time course offerings for non-traditional and working women students
- The establishment of breast-feeding and pumping stations for women across campus
- The establishment of a paid maternity leave policy to enhance recruitment, the lives of current employees, and better utilize employees’ sick time
- Clearer and more easily accessible explanations of the existing options for women who need to take maternity leave or family leave
- An extended medical-school option, i.e. stretching your first two or second two years into three in order to allow for maternity leave and child-care time
- The coordination of UAB’s spring breaks with local schools (i.e., all the local school districts and private schools had coordinated their spring breaks last year which were one week before UAB’s spring break)
- Adequate training of chairs and unit supervisors to inform employees of standing maternity leave options, etc.
- Greater access to the Spousal Relocation Program for all employees, not just upper administration
- Greater salary equity and job classification equity among staff
- Creating a reserve for yearly raises so that single parents (mostly mothers) do not have to go for several years without a raise
- Changing the policy of no-part-timers on tenure track
- The creation of a mentoring network for women on campus
- The creation of a working-mothers network for women on campus
- Determining what it is that prohibits women from obtaining and keeping leadership positions at UAB
- Creating funding for the Commission on the Status of Women that will allow it to undertake the necessary and on-going research into salary and quality-of-life issues for women at UAB
- The creation of a menu of benefits—a “benefit option package”—that would allow employees to select those benefits that they need the most
- The creation of a four-day, 40-hour work week, available to all UAB employees
- Greater police presence at all times on all areas of the campus
- A more expansive Escort Service and Campus Ride service
- Greater representation of women at the leadership level on campus
- Publication of on-campus criminal activity
- The use of employee orientation to build community and better distribute policy information
• Providing public-access computers for staff who don’t have them
• More lighting on-campus in order to facilitate greater safety at night
• Providing financial planning and budgeting courses for employees and students
• Better student health services including better access to contraception
• Providing family housing for students
• Better representation of women faculty in math courses
• Clearer and clearly demarcated policies regarding students who need more flexibility in a class due to pregnancy
• Providing awareness courses for women about sexual harassment, bias, and feminism
• Greater tuition assistance benefits
• The quantification of the cost of not providing these benefits
• A general feeling that it is difficult to move up in staff positions; the sense that there is tremendous salary disparity between staff on the academic side and staff on the medical side
• The collection of reliable data on women’s status at UAB
# APPENDIX 5:
Child-Care Services at UAB and Other Southeastern Universities

UAB Commission on the Status of Women’s
Campus Climate and Environment Committee
Child-Care Subcommittee:
Drs. Pauline Jolly, Laura Vogtle, & Tondra L. Loder

<table>
<thead>
<tr>
<th>ALABAMA</th>
<th>University</th>
<th>Ages Served</th>
<th>Hours</th>
<th># Served</th>
<th>Cost</th>
<th>Operated by</th>
<th>Special Features</th>
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<tbody>
<tr>
<td></td>
<td>UAB Child Development Center</td>
<td>6 weeks–5 years</td>
<td>6:30 am–6:00 pm Monday through Friday</td>
<td>78</td>
<td>Infant/Toddler $706/month Preschooler $672/month</td>
<td>UAB Human Resources</td>
<td>NAYCE accredited (1 of 5 in AL &amp; among 5% of U.S. child-care centers). Low child/teacher ratios. Piagetian-based curriculum. Outdoor play is emphasized. Breakfast, lunch, &amp; snack are offered. All staff ARC-certified for CPR &amp; first aid. Open parental access. Bad weather child care to all essential status employees of UAB Hospital &amp; Callahan Eye Foundation Hospital. There is a waiting list.</td>
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<td></td>
<td>University of Alabama – Tuscaloosa Child Development Research Center (CDRC)</td>
<td>2 months–5 years</td>
<td>7:30 am - 5:30 pm Monday through Friday</td>
<td>112</td>
<td>$550/month community $380/month students</td>
<td>UA College of Human Environmental Sciences</td>
<td>A nice facility with classrooms, special-projects room, fully equipped kitchen that serves lunch and two snacks daily, room for nursing mothers, individual research rooms, and play areas. Students who are Child Development majors participate in practical, lab, and internship experiences at the CDRC. There is a waiting list.</td>
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<td>Institution</td>
<td>Age Range</td>
<td>Operating Hours</td>
<td>Fees</td>
<td>Notes</td>
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<td><strong>Auburn University Early Learning Center (AUELC)</strong>&lt;br&gt;Founded 1926&lt;br&gt;Accredited since 1986</td>
<td>3–5 years</td>
<td>8:30 am–11:30 am and 1–4 pm M–F</td>
<td>29 – 3 &amp; 4 yr olds&lt;br&gt;16 – 3, 4 &amp; 5 yr olds</td>
<td>$1,950/academic year (late Aug–early May)&lt;br&gt;$3,900 if child attends both sessions</td>
<td>Academic year only. Child must be toilet trained. A scholarship fund exists, awards depend on amount of money available. Teaching assistants are graduate students in Human Devel. and Family Studies. There is a waiting list.</td>
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<td>University of Alabama – Huntsville&lt;br&gt;University Preschool Learning Center</td>
<td>18 mo–6 yrs&lt;br&gt;During the summer they take children up to 12 years</td>
<td>6:30 am–5:30 pm M–F</td>
<td>72</td>
<td>$462/month</td>
<td>Provided by the University Preschool Parents Association. The Center is run as a non-profit. The cost is set each year to meet the budget. All teachers have degrees. There are also teacher-aides. There is a waiting list.</td>
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<td>University of South Alabama – no child care program</td>
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<td><strong>FLORIDA</strong>&lt;br&gt;Florida State University – 4 facilities on campus; Educational Research Center for Child Development, Alumni Village Child Development Center, Infant and Toddler Child Development Center and Starlight Child Care Center</td>
<td>6 weeks – 11 years of age; varies between the 4 facilities</td>
<td>7:30 am–5:30 pm for the Alumni Village Child Devel. Ctr. &amp; Educational Research Ctr. for Child Devel.; 8:30–4:30 for the Infant and Toddler Ctr.; 3:15–10 pm for the Starlight Ctr.; M–F for all programs but the Starlight Center which is M–Th</td>
<td>Serves up to 180 across all 4 centers</td>
<td>Fees vary greatly but are considerably cheaper for students. All operate under the umbrella of FSU Child Development Programs. Two programs are NAEYC certified and the other two are in the process of receiving such certification.</td>
<td>2 centers are located on the main campus and 2 centers are on the southwest campus near the engineering school. The Community has a “Cuddle Care; Sick Child Care” center which serves the community and is available to FSU Faculty, staff and students. Cost is $14 per hour with a 4 hour minimum. Centers are mainly supported by student organizations (SGA, Congress of Graduate Students) and student fees. Grant for infant/toddler child care. There is a waiting list.</td>
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<td>University of South Florida – 2 programs; USF Family Center’s Bright Horizon’s Center, USF Preschool Center for Creative Learning</td>
<td>USF Preschool Center takes 2–5 year olds; Bright Horizons takes children 6 weeks to 5 years</td>
<td>7:00 am–6:00 pm at the Family Center; Preschool is 7:30 am–6:00 pm M–F all programs</td>
<td>100 (estimate)</td>
<td>Bright Horizons Center Infant, $194/wk (staff, students, faculty) Toddler, $182/wk 2 yrs, $160/wk 4-5 yrs - $147/wk Community rate Infants, $207/wk Toddlers, $194/wk 2 yrs, $172/wk Preschool, $158/wk Preschool fees; 2 yr-olds, $130/wk 3-5 yr-olds, $120/wk</td>
<td>Preschool is provided by the Educational Research Center; the USF Family Center. Bright Horizons is a national chain of child-care centers.</td>
<td>The Bright Horizon’s website is hard to follow. The exact location of the facility on campus is not given, nor is there a lot of information about the program. The USF Preschool Center has a better description detailing the curriculum. There is a waiting list.</td>
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<td>University of Florida – 2 programs, Baby Gator and KinderCare at UF</td>
<td>Baby Gator – ages 12 months to 5 years; KinderCare – 6 weeks to 4 years</td>
<td>7:30 am – 5:30 pm (Baby Gator) 6:30 am – 6:30 pm (KinderCare) M – F all programs</td>
<td>130 students (Baby Gator) 162 (KinderCare)</td>
<td>Baby Gator Fees Infants, $168.50/wk Toddlers, $152.50/wk 2s, $139.50/wk 3-4 year olds, $584/month 4-5 year olds, $597/per month (student rates are cheaper) KinderCare fees</td>
<td>Baby Gator Child Development and Research Center is part of the School of Education; KinderCare leases space from UF and provides child care for faculty staff and students</td>
<td>Detailed description of the program’s activities and pictures of the location. Monthly newsletters posted. There is a long waiting list for Baby Gator. KinderCare has a waiting list for infant and toddler care but not for three and four year olds. There is little information on this facility.</td>
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<td>Location/State</td>
<td>University/Program</td>
<td>Age Range</td>
<td>Operating Hours</td>
<td>Fees/Information</td>
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<td><strong>KENTUCKY</strong></td>
<td>University of Kentucky - Early Childhood Learning Center and a Kindercare facility</td>
<td>Children 6 weeks to 6 years of age for Early Childhood Learning Center; Kindercare takes children 6 weeks to 12 years old</td>
<td>6:30 am - 6:30 pm M – F</td>
<td>Infants &amp; toddlers $156/wk, 2 year olds, $146, 3 &amp; 4 year olds $125 full-time, $94 part-time, School age, $120/wk, After-school care, $77/wk</td>
<td>Provides an Early Childhood Learning Center in the Division of Family Studies. Not open in the summer and closed on holidays. UK has also partnered with Kindercare to provide childcare for employees. The experienced staff of the U of Kentucky KinderCare provides quality child care in a fun-filled, safe and secure learning child care environment while offering a unique curriculum that balances education and play. There are waiting lists for every age group.</td>
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<td>University of Louisville</td>
<td>Infants through preschool aged</td>
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<td>Accepts up to 135 children (Kindercare)</td>
<td>For children of students only and low-income students are given priority.</td>
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<td><strong>MISSISSIPPI</strong></td>
<td>University of Mississippi</td>
<td>No programs</td>
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<td></td>
<td>Univ. of Miss.Med. Center</td>
<td>No programs</td>
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<td>Mississippi State Univ.</td>
<td>No programs</td>
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<td>University of Southern Mississippi - Families First Children’s Center</td>
<td>6 weeks to 5 years of age</td>
<td>7:30 am – 6:00 pm M – F</td>
<td>25 children plus therapy slots for individual $120/wk</td>
<td>This program is unique in that it provides Early Intervention Services for children with special needs, including related services.</td>
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<td><strong>NORTH CAROLINA</strong></td>
<td>University of North Carolina – University</td>
<td>Infants to 5 years of age</td>
<td>6:30 am – 6:00 pm</td>
<td>120 children Infants, $1,160/month</td>
<td>This facility is managed by Victory There is information on the child care financial assistance program;</td>
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<td>School</td>
<td>Programs</td>
<td>Costs</td>
<td>Building Information</td>
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<td>Child Care Center; also provides information on local child care centers through the North Carolina Division of Child Development’s Child Care Facility Search Site</td>
<td>M – F</td>
<td>Toddlers, $1,055/month Twos, $915/month Threes and up, $815/month</td>
<td>Village Day Care Center with whom the university contracts. Costs for the building were shared by the university and Victory Village. Information on the web about the program is limited, however there is an oversee board consisting of university faculty. There is a waiting list.</td>
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<td>North Carolina State University</td>
<td>Offers a website called the Childcare Resource Center where local child care services can be located</td>
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<td>East Carolina State University</td>
<td>Provides information on local child care centers through the North Carolina Division of Child Devel. Child Care Facility Search Site</td>
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<td>South Carolina</td>
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<td>University of South Carolina – Child Development and Research Center</td>
<td>6 weeks to 12 years of age 6:30 am - 6:30 pm, M – F 200 children</td>
<td>Infants &amp; toddlers, $162/wk, $75 enrollment fee; 1-2 yr olds, $147; 3 yrs, $135; 4 yrs, $132; 5 yrs, $130; school aged, $80</td>
<td>University operated with a governing and advisory boards; Brand new facility with 28,000 square feet of space; second floor of the building is a research center. Has a very long waiting list for infants and toddlers particularly.</td>
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<td>Medical University of South Carolina</td>
<td>Has a Childcare Network to help faculty, staff, and students find child care.</td>
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<td>Clemson University</td>
<td>No programs</td>
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<td><strong>TENNESSEE</strong></td>
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<td>University of Tennessee</td>
<td>6 weeks to 5 years of age</td>
<td>7:00 am – 6:00 pm</td>
<td>99 children</td>
<td>Infants – 15 mos, $175/wk 15 mos, $160 3 on up, $150 The Univ. of Tenn. Health Science Center Child Care Program sponsors this program There is a waiting list.</td>
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<td>East Tennessee State University</td>
<td>3 months to 6 years of age for both programs</td>
<td>7:30 – 5:00 for both programs; Little Bucs has night hours during the semester M – F</td>
<td>Little Bucs fees Infants and toddlers, $51 2 year olds, $48 3 year olds, $45 The Child Study Center Program is run by the University and has a large research component. Little Bucs is for students only and care is provided by students. It appears to be located in the Student Union.</td>
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<td>– has 2 facilities, the Child Study Center Program and the Little Buccaneers Student Child Care Center for students only</td>
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<td>Middle Tennessee State University</td>
<td>3-5 yr olds for Child Care Lab 1–5 years of age for Child Devel. Center Kindergarten through 8th grade for Evening Extended School Prog.</td>
<td>7:00–5:00 Child Care Lab 9:00 – 11:30 &amp; 1:00 – 3:30 Child Devel. Center 2:45 pm – 9:30 pm for Evening Extended School Prog. M – F all programs</td>
<td>24 per day for Child Care Lab 54 for Child Dev. Center 50 at one time for Evening Extended School Program</td>
<td>$85 for full time care for Child Care Lab $175 per semester for Child Dev. Center $32 per week for Evening Extended School Program Provided by MTSU for staff, student and faculty child care They have 2 programs for children with special needs; also the evening extended program helps faculty and students with evening classes. There is a waiting list.</td>
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<td>VIRGIA</td>
<td>Virginia Technological Institute</td>
<td>No facilities on campus but there is a list of child-care providers available for faculty, staff, and students.</td>
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<td>University of Virginia – both a Child Development Center for academic staff/faculty and medical child care center for hospital staff/employee/students</td>
<td>Infants to 5 years of age</td>
<td>6:30 am–6:00 pm M–F all programs</td>
<td>170 children for the hospital day care</td>
<td>Infants - $170/wk Toddlers (16 mos - 2 yrs) $160; 2 yrs, $140; 3 yrs – preschool, $130 (costs are subsidized by the medical ctr., scholarships are available); Child Devel. Ctr. rates are $20 higher</td>
<td>The program is run by the University hospital; Child Development center is for academic side; the Child Development Center is run by a private company</td>
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<td>Virginia Commonwealth University – provides child care referrals through the Memorial Child Guidance Clinic. The Medical College has 3 child care centers on campus. There is also the VCU Child Development Center</td>
<td>Infants to 12 years of age – MCV campus 16 months – 6 years on the VCU academic campus</td>
<td>6:00 am – midnight (MCV centers) 7:00 am – 5:45 pm (academic campus center) M - F all programs</td>
<td>250 children (MCV centers) VCU Child Dev. Ctr. has 84 children of faculty, staff and students, 14 slots for Head Start</td>
<td>MCV centers: Infants–2 yrs, $434 every 2 wks; 2-3 years old, $358 every 2 wks; 3 and older, $340 every 2 wks VCU Child Dev. Center: Infants, $622/mo 34 mos-5 yrs, $517/mo; Part day– 8:30-12:30, $385 Designated slots with reduced rates</td>
<td>The centers at MCV are run by the hospital The VCU Child Development Center is run out of the School of Education.</td>
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The mission of the Virginia Commonwealth University Child Development Center is to provide quality, developmentally appropriate care and education for the children of faculty, employees, and students; and to serve as a model and resource to families, students, and the community. There is a waiting list.
APPENDIX 6: Discussion on Parental Leave Policies

Parental Leave Policy Discussion

Submitted by Barbara Risman, North Carolina State University

I have been compiling information from the listserve on institutional policies on parental leave. What follows is not everything I have received, I have not included the individual negotiations that some of you have sent me...what I have compiled is the formal policies which have been shared with me....In many cases I've cut down lengthy formal statements. If you want more information on any given schools policy, my guess is that you can find it on their web page.

Seems to me that Vanderbilt University's policy is the gold standard here. I have the full lengthy version if any one wants it....thanks to all of you for all your help...

No uniform policy; some colleges give a whole semester off, some none, it gets decided on an basis.

Michigan State University
Michigan State gives 12 weeks paid leave- 6 for "short term disability", and 6 for parental leave. who have babies can take the full 12, while men and women who adopt or whose have babies can take 6 weeks paid. It's quite awkward with the length of the semester, however. Faculty in temporary positions still get to take the full 12 weeks paid.

North Carolina State University
MEDICAL, MATERNITY AND PARENTAL LEAVE FOR FACULTY WITH ACADEMIC APPOINTMENTS:

This policy provides for paid leave for faculty with academic year (9-month) appointments for of a serious health condition, maternity leave, or parental leave under the Family and Leave Act. For serious health conditions, maternity leave and parental leave as defined FMLA, each eligible faculty member on a nine-month appointment shall be provided paid for a maximum allowable total length of forty (40) work days per 12-month period.

University of Maryland
University of Maryland since 1996 allows junior faculty to stop their tenure clock for one year birth or adoption of a child. It has been popular with women and men since then. UMD also allows, as mandated by the Family Leave Act, 12 weeks unpaid leave. Usually this to be worked out with the chair of the dept, but can take the form of reduced course loads for semester or year.

Grinnell College
Grinnell has a parental leave policy (for either parent after birth or adoption) of one semester leave or a one course reduction over two semesters. They both amount to two
paid courses but you can choose whether to take them together or spread them out.

State University of New York-Brockport Parental leave includes 6 weeks of sick leave and then up to 90 days of unpaid leave.

Vanderbilt University
Faculty granted semester of paid parental leave. Faculty members who are new parents as birth or adoptive mothers, fathers or declared domestic partners -- will be granted one of paid leave for the birth or adoption of a child. The benefits of this policy are extended full-time tenured and tenure-track faculty members who serve in University Central. The new states that the parental leave benefit may be utilized up to three times by an individual member. If both mother and father or domestic partners are faculty members, only one is eligible for paid leave.

More from others

I haven't fully followed this, but UMass has a policy that does both -- stopping the tenure clock for a year, and a semester's paid leave. In fact, both my husband and I have been able to take a semester paid leave, which has been ideal for us. Sadly, I’m not sure if this policy will be changed the next time we negotiate; I hear that the administration is "concerned" that so many men have taken advantage of it. Joya Misra

Hmmmm.... I'm with Joan Williams on this one. A parental leave policy with teeth would include a semester of paid leave AND the opportunity to stop the tenure clock for 1 year if the person so desires. While it helps to have no teaching responsibilities for one semester, if you don't stop the clock the new parent is expected to keep up the research responsibilities at full steam which can be quite a challenge with a new child in the home! So maybe Vandy's policy is more of a silver standard than a gold one . . . (or maybe I'm just a dreamer).

Sue Hinze (former Vandy grad. student and current SWSer and asst. prof. who got to stop the clock with the birth of child #2---but I only got 6 weeks paid leave. A semester would have been REALLY nice.)

From Heather Laube's Archive

I can't point you to such specific information, but you should look at Canadian universities, which (under the positive influence of Canadian law) now give 1 YEAR maternity leave (UBC provides great income coverage, in combination with Unemployment benefits, during much of that time). Allison Tom

From Saranna Thornton

John Curtis from the AAUP forwarded your email below to me because I do a lot of research in this area. Let me fill you in on what I have done and what I am doing and you can tell me how I can help you!

About 5 years ago I generated a random sample of 10 US women's colleges from the 60 or so four-year women's colleges that were in existence and a second random sample of 90 schools from a list of over 4000 four-year US colleges and universities (not including the ones already selected). That gave me a sample of 100. From that list of 100 schools I began to seek out the medical leave policies, maternity leave policies and childrearing leave policies that each school had for its faculty so I could determine if the policies
complied with the mandates of Title VII of the 1964 Civil Rights Act (as amended by the 1978 Pregnancy Discrimination Act).

Ultimately I was only able to collect data from 81 of the schools in my sample and from that data set I found that 28 (about 1/3) of the schools had maternity and/or childrearing leave policies that violated one or more federal mandates. I wrote up the results of my study in an article which is supposed to be published this spring by the University of Southern California Review of Law and Women's Studies. The article describes what the federal mandates are and how the schools are in violation. I can send you a copy if you would like.

Last summer using the data on the institutions in my sample I developed a probit econometric model to estimate how different institutional factors (public vs. private school, religiously affiliated/not religiously affiliated, women's college vs. coed school, etc.) affected an individual school's probability of having a compliant maternity leave policy. I am revising the article I wrote from that study now and will present the revised version at a conference sponsored by the College and University Work Foundation in Philadelphia in March. When I get the new draft completed I can send you a copy of that as well.

Another resource you might want to look at to learn what the FMLA requires of academic institutions re. maternity and parental leave is the AAUP's FMLA guidebook (which I co-authored with the AAUP's Chief Counsel, Donna Euben). This can be purchased for a small fee from the AAUP.

Another resource you should try to get is the "College and University Guide to Work-Family Programs" which is published by the Families and Work Institute and the College and University Personnel Association (CUPA).

So be in touch with me when you can and I will do what I can to help you. If you think it would help for us to talk on the phone send me your number and some good times to call and I will phone you.
APPENDIX 7:
Breastfeeding at UAB

A concern voiced in every town-hall meeting as well as in Web submissions was the need for lactation centers on the UAB campus. A typical response follows:

“UAB should encourage breastfeeding and support nursing mothers by providing a nursing/pumping room in most buildings.”

Rationale: The U.S. Surgeon General recommends that babies be only fed with breast milk for the first 6 month of life. Healthy People 2010 objective 16-19 is to “increase the proportion of mothers who breastfeed their babies.”

Some Benefits of Breastfeeding

<table>
<thead>
<tr>
<th>For Babies</th>
<th>For Mothers</th>
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<td>Fewer ear and respiratory infections</td>
<td>Lowers risk of breast and ovarian cancers</td>
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<td>Protection against SIDS</td>
<td>Ability to eat more while losing weight</td>
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<td>Lower mortality rate</td>
<td>Strong, early bonding of mother and child</td>
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<td>Fewer allergies</td>
<td>Saving $$$ of formula costs</td>
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<td>Fewer doctors visits</td>
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For Employers:

- Healthcare costs are lower, as breast fed babies are healthier
- Breastfeeding mothers miss less work to care for sick children
- Reducing turnover; skilled employees are more likely to return to work after giving birth
- Higher employee satisfaction, loyalty and morale


- Jefferson Tower (Room 413 B)
  For patients, employees, and mothers with infants in hospital nurseries
- Russell Bldg, Room M110. Employee Lactation Lounge
  3 breast-pump stations with gliders
- Children’s Hospital also maintains a Lactation Center
- A Medela™ Breast Pump rental station is located in the UAB gift shop; pumps and supplies are also available for purchase. Employees receive a discount.
- No specific UAB policies or procedures concerning supporting nursing mothers were located.
Lactation Support at other Universities: There are many active lactation programs at other major southern and state universities, which include some of the following components:

- Lactation rooms or lactation centers;
- Support by lactation counselors’
- Policies and procedures for breastfeeding support that:
  - Address issues of cleanliness, security, flexible break/lunch times
  - Are usually provided through the university’s human resources department, and are grouped with other family friendly policies
  - Offer support for supervisors as well as employees and students
  - Offer suggestions on creating temporary lactation spaces within units.

Requirements for a Lactation Room: Most lactation centers include the following:

- Private room with lock on door (A curtain should be provided for privacy if more than one pump is provided in the center. The rooms may be small, and can include lounge areas of women’s restrooms, but should not be located in the restroom, or in a converted stall);
- Electrical outlet;
- Comfortable chair or recliner, small table, footstool;
- Waste paper basket;
- Wall clock;
- Sink in room, or nearby. If no sink available, antibiotic wipes and solutions are provided for hands and cleanup;
- Towel dispenser for sink;
- University provides an electric breast pump (mounted);
- Employees/students bring their own attachment kit and small cooler for storing expressed milk.
- Optional but useful:
  - Telephone
  - Radio/cassette CD player (wall mounted)
  - Bulletin board for pictures of babies
APPENDIX 8: UAB Police Department Programs

The Crime Prevention Unit takes a proactive position by participating in student and faculty activities, such as New Student Orientation, Crime Prevention Information Booths, and community safety workshops and seminars. This year alone, the unit served 45 UAB Departments and 20 Non-UAB affiliated Organizations.

Some examples of programs the Crime Prevention Unit conducts are:

- **UAB Campus Watch**  Applies the concept of Neighborhood Watch to the campus/medical center environment.
- **UAB Police Advisory Board**  Comprised of volunteers from within the community to voice the needs of the community to the chief of UAB Police.
- **Rape Aggression Defense**  A self-defense class.
- **Operation I.D.**  Helps protect against theft by engraving identification on personal and campus property.
- **Drug and Alcohol Abuse**  Provides information on the signs, symptoms, and consequences of abuse.
- **Pedestrian Safety Campaign**  Promotes safe pedestrian habits and traffic policies.
- **UAB Healthy Lifestyles**  Teaches youth about life choices and consequences.
- **Cashier Awareness Seminar**  Provides methods of identifying US currency.
- **Domestic Violence Seminar**  Raises awareness and understanding of the signs and symptoms of abuse.
- **Workplace Violence Seminar**  Raises awareness about how to identify workplace violence and techniques to avoid violence in the workplace.
- **Personal Safety Awareness Seminar**  Advises participants on how to be aware of their surroundings.

UAB Police Department website: [http://main.uab.edu/police/](http://main.uab.edu/police/)