



## Wednesday, January 28, 2015 Meeting Minutes

### Call to Order

The UCA Staff Senate was called to order at 10:03 a.m. on Wednesday, January 28, 2015 in Wingo Hall 315 by President Hearne.

### Roll Call

**Senators Present:** Chad Hearne, Tracy Spence, Heather Romine, Sandra Hooper, Lindsey Osborne, Kimberly Ashley-Pauley, Megan Bennett, Diana Burroughs, Kevin Carter, Kristin Heffington, Anaiaya Henderson, Scott Isenga, Mary Jackson, Tiffany Johnson, Arch Jones, Denicha Kemp, Aaron Knight, Joslyn Kuykendall, Linda Lentz, Susan Peterson, Tyra Phillips, Reggie Prevoe, Gary Sieg, Marcia Smith, J.S. Stansel, Lula Tyus, and Theresa White.

**Senators Absent:** Lori Hudspeth, Erica Ruble, Elizabeth Skinner, Colin Stanton, and Cheryl Theall.

### Guests

#### Lactation Suites, Dr. Angela Webster-Smith

- The proposed lactation stations pertain to the nursing mother population. A Faculty Senator brought attention to the condition and experiences of nursing mothers on campus. There is no healthy place for a nursing mother to go on campus. The committee researched the federal and state laws pertaining to breast feeding in public and in the workplace. We held a focus group of faculty, staff, and students and learned of the need for lactation stations on campus. The committee is proposing five lactation suites on campus located in the center, North, South, East, and West sides of campus. The spaces in Old Main (2 stations) and the Women's Center in Student Health Center (1 station) have already been earmarked. Dr. Webster-Smith has reached out to the provost about the space in Burdick, College of Business, and the new Lewis Science Center. The cost for each station ranges from \$1,500 to \$2,000 depending on the readiness of the suite. The committee is requesting funds for this proposal from Staff Senate. Handouts are attached.

#### Student Government Association, President Ashley Ross

- Ashley Ross discussed SGA's goals for Spring 2015 and major events. The goals are based off student feedback over the summer and previous years. This is SGA's first year to have academic senators from each college. Day at the Capitol was started by UCA. UCA now invites other Universities to lobby at the Capitol. Students want printing in more academic buildings. Sign up for the big event is on OrgSync. Handouts attached.

### Minutes

The January 14, 2015 meeting minutes were approved electronically on January 20, 2015.

### Officer's Reports

#### President, Chad Hearne

- Welcome J.S. Stansel to Staff Senate for the remainder of this senate term. We now have a full senate.
- President's Meeting – President Hearne expressed the second shift parking issue and the recommendation for prorating the new employee parking permit cost to President Courtway. President Courtway will get back to him on both subjects. Child Care Facility Task Force met to

discuss if having a child care facility on campus would be feasible. There was discussion of who would be involved and the cost.

- Faculty Senate Meeting - President Hearne attended the last Faculty Senate meeting. The Faculty Senate allocated \$5,500 to the Lactation Suites on campus. Provost gave an update on enrollment. Spring enrollment was up and concurrent enrollment was down.
- Centralized Scheduling – Senator Jones is the project manager. There are two phases: academics (Brewer-Hegeman) and service providers (Aramark, Housing, PD, etc.). The ultimate goal is to have it going by Fall 2015.

#### **Vice President, Colin Stanton**

- No Report

#### **Secretary, Heather Romine**

- This is Senator Romine's last meeting until March 25<sup>th</sup> for maternity leave. Senator Burroughs will be keeping attendance, recording minutes, and checking Staff Senate email while Senator Romine is out.

#### **Treasurer, Tracy Spence**

- Paid one Professional Development for \$350 out of the Professional Development account.
- Senator Spence will be ordering new senate shirts. If you would like one contact her.

#### **Parliamentarian/Historian, Sandra Hooper**

- No Report

### **Staff Senate Committee Reports**

#### **Courtesy, Mary Jackson**

- Congratulations
  - Erica Ruble
- Thinking of you
  - Marcia Smith
- Sympathy
  - Pearlle Williams
  - Babs Waters
  - Lisa Barker
  - Michelle Burgin
  - Family of Dr. Joe Horton
- Good Bye
  - Mike Kemp
- Thank you
  - Dr. Jackie Lamar and the members of Tau Beta Sigma for their help with the Angel Bear project.

#### **Employee Recognition, Heather Romine**

- The committee evaluated EOQ II nominees and announced Tyra Phillips as the EOQ II winner. A sentence about a finalist interview was added to the EOY Intent form. Campus service was removed from the forms last year, but was left in the guidelines. So it was voted on to remove it from the evaluation criteria in the guidelines. There is still an interview question about University involvement. Senator Isenga will be taking some of Senator Romine's chair duties while she is out on maternity leave. The deadlines for 2015 EOY are:
  - Nomination forms due March 6, 2015
  - Reference forms due March 13, 2015
  - Nominee Intent form due March 13, 2015
  - EOY Finalist Interviews are March 23 – April 3, 2015
  - Announce winners at UCA Awards Reception on April 16

### **University Committee Reports**

#### **Strategic Planning and Resource Council, Chad Hearne**

- SPARC– RFP for strategic planning consultant has gone through President Courtway and will be chosen by March. This Spring's strategic planning forums will be information sessions for the

changes looking to be made and introducing the consultant. There will be a Shared Governance survey going out later this Spring.

**Student Success and Retention Council, Chad Hearne**

- Stanford representatives were on campus on January 20<sup>th</sup> to give ideas and help develop and form interventions for incoming freshmen students in the summer.

**Donaghey Hall Meeting, Chad Hearne**

- Papa Johns location was secured. Some ideas for tenants are a pharmacy, grocery, bank, and restaurant(s). The plan is to have tenants locked down by March. May do another survey soon for possible tenants. The buildings will be built with the possibility of a roundabout in the future.

**Old Business**

None

**New Business**

**Lactation Suites Donation**

- Senator Lentz made a motion to fund up to \$2,000 for a lactation station from the appropriate account. Senator Ashley-Pauley second. Senator Osborne made a friendly amendment to add from the continuing fund. Discussion followed. Motion passed unanimously.

**Good and Welfare**

Next Staff Senate meeting is February 11, 2015 at 10:00 a.m. in Wingo 315.

2015 Recyclemania Competition starts next week.

Valor has been moved to install a new foundation. Bear cubs carving is finished.

**Adjournment**

The meeting adjourned at 11:02 a.m. by President Hearne.

## FUNDING REQUEST FOR LACTATION SUITES



**Cost of Each Lactation Suite**  
\$1,500 to \$2,000

### **Proposed Locations**

- Old Main\*
- Student Health Center\*
- Burdick
- College of Business
- Lewis Science Center

### **Facilities and Furnishings**

- Paint/Paint Job
- Electrical Work
- Rods/Curtains/Hooks
- Screens
- Rockers/Recliners
- Tables
- Lamps
- Mini-refrigerators
- Microwaves
- Artwork
- Housekeeping supplies (wet wipes, sanitary wipes, and paper towels, etc.)

The first site would be located in the center of campus in Old Main where space is available. The second site, also opening in the spring of 2015, would be inside the Women's Health Center where there is designated space. Other potential sites include Burdick, opening in the fall of 2015, and the College of Business in the spring of 2016, and eventually the Lewis Science Center.

On behalf of students, faculty, and staff, the Lactation Committee appreciates your consideration to fund lactation suites.

\*The respective department head has earmarked the space.

# Lactation Suites for the University of Central Arkansas: A Needs Assessment and Proposal

Compiled by:

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## Background

In response to the request of a Faculty Senator, Vice-President Ronnie Williams requested that the Office of Institutional Diversity convene a committee to further investigate the need for lactation stations at the University of Central Arkansas (UCA) that would provide nursing mothers on campus a private, sanitary, and comfortable area to express and/or pump breast milk. The committee composition included two administrators with faculty rank, four staff members, and one student.

## Proposal Purpose

The purpose of this proposal is to provide information to and garner support from members of the Executive Staff, Faculty Senate, Staff Senate, and Student Government Association. The objective is to provide reasonable lactation stations over time. They would be located in the center historic cluster of campus, the north and south sides, and the east and west sides of campus.

## Literature

The Patient Protection and Affordable Care Act ("Affordable Care Act") amended §7 of the Fair Labor Standards Act ("FLSA") requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Employers are also required to provide a place, other than a bathroom, shielded from view and free from intrusion from coworkers and the public, which an employee can use to express breast milk. (U.S. Dept. of Labor, Wage and Hour Fact Sheet # 73: "Break Time for Nursing Mothers under the FLSA", 2010.)

Arkansas has two laws supporting breastfeeding families. Act 621, codified at A.C.A. §11-5-116, requires employers to provide reasonable unpaid break time to an employee who needs to express/pump breast milk, which mirrors the Federal requirement under the FLSA. Additionally, Act 680, codified at A.C.A. §20-27-2001, allows a mother the right to breastfeed her child in any public place or any place where other individuals are present.

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities. Although Title IX does not require universities to provide breaks to non-employee students who are breastfeeding, the unwillingness to accommodate a student could cause serious hardships because failure to express breast milk on a set schedule can lead to engorgement. This condition causes discomfort, pain, and fever, and can even lead to infection, as well as a reduction of the amount of breast milk produced. (National Women's Law Center, Title IX: 40 Years and Counting, 2012).

According to the Civil Rights Act of 1964, § 7, 42 U.S.C. § 2000e et seq. (1964), if a school or university receives Federal funding, it cannot discriminate for any reason. Because Arkansas law provides that a woman may breastfeed in any public place, and because the University is a public place, not allowing a mother to breastfeed, express, or pump breast milk in a public area is discrimination. Therefore, the committee investigation yields that it is in the best interest of the University to provide a private, sanitary, and comfortable area to express and/or pump breast milk -- not only for UCA faculty and staff, but for students, as well.



## Focus Groups

On November 11, 2014, the Lactation Station Committee conducted focus groups with 22 participants representing UCA faculty and staff from various colleges/divisions, the UCA student body, and the Conway community. Many participants were currently pregnant, currently breastfeeding, or had breastfed in the recent past. The overwhelming majority indicated a severe need on the UCA campus to provide a private and comfortable space other than a restroom for mothers to express breast milk while on campus. The focus groups also noted that not having a private area is often a deterrent to breastfeeding and possibly, student enrollment. They provided examples of equipment and furnishings needed to ensure that the stations would be most beneficial, including comfortable seating, electrical outlets for pumping devices, mini-refrigerator, magazines, a sink, a microwave, adjustable lighting, and housekeeping supplies. Ambience and comfort of the setting are critical for the nursing mother to experience an efficient and effective flow.

## Funding

Based on the feedback of the focus group participants as well constituents who were unable to attend the meeting but emailed suggestions, the Committee requests space in five buildings from the University and funding from the three governing bodies: the Faculty Senate, the Staff Senate, and the Student Government Association. With funding from the aforementioned bodies and gifts in-kind from the campus community, the majority of potential costs just might be covered. Based on conversations with one of UCA's construction inspectors, preparation and furnishings would range from \$1,500 to \$2,000 per site, depending on the readiness of the space. Absent sufficient donations, the Committee will request University funding. All the same, the Committee welcomes the donation of supplies and/or equipment and grant funding from external organizations that are committed to ensuring workplace friendliness to the nursing-mother population.

## Recommendations

In sum, the Lactation Station Committee recommends that UCA begin implementation of various lactation suites beginning in the spring of 2015. The first site would be located in the center of campus in Old Main where space is available. The second site, also opening in the spring of 2015, would be inside the Women's Health Center where there is designated space. Other potential sites include Burdick, opening in the fall of 2015, and the College of Business in the spring of 2016, and eventually the Lewis Science Center. The Committee proposes to pilot the initial site for the first four weeks of operation to determine the ease of use of the facility, as well as the sign-in/out system. The Committee would further evaluate the feedback at the end of the first semester to examine potential yet feasible modifications before opening additional sites. The Committee appreciates your consideration. Please forward questions and comments regarding this proposal to the Office of Institutional Diversity at [Institutional-Diversity@uca.edu](mailto:Institutional-Diversity@uca.edu) or 501-450-3135.

## References

Civil Rights Act of 1964 § 7, 42 U.S.C. § 2000e et seq. (1964).

National Women's Law Center, Fact Sheet, June 2012.

U.S. Dept. of Labor, Wage and Hour Fact Sheet # 73: "Break Time for Nursing Mothers under the FLSA", December 2010. Retrieved from <http://www.dol.gov/whd/nursingmothers/>

Arkansas Department of Health, Breastfeeding Laws in Arkansas. Retrieved from <http://www.healthy.arkansas.gov/programsServices/WIC/breastfeeding/Pages/BreastfeedingRights.aspx>

## Student Government Association

### Spring 2015 Goals

#### **Academic Affairs:**

- Communicate directly with College Deans
- Bridge gap between SGA and academic colleges

#### **Leadership & Community Engagement:**

- Obtain full time, non-rotating leadership staff position
- Provide programming for all students, not just RSO's
- Continue Day at the Capitol
- Evaluate location of leadership on campus

#### **Student Infrastructure:**

- Upkeep of facility maintenance and campus beautification
  - Handicap accesibility
  - Recycling
  - Covered outdoor seating & benches
  - Safe walk

#### **Student Resources:**

- Evaluate use/disuse of Readership Program
- Campus Printing
- Library Updates & Hours

#### **Housing & Food Services:**

- Continue communication between Aramark, Housing, and SGA based on weekly student feedback

#### **Diversity:**

- Bring awareness to diversity programming and the needs of student minor groups

#### **Big Event:**

- Community service day for UCA and Conway community



## Student Government Association

### Upcoming Dates & Events

Spring 2015

**February 5<sup>th</sup>:** SAFA apps due on Orgsync at 11:59pm

**February 29<sup>th</sup>:** Leadership Summit @ Brewer Hegeman from 8:30am-2:30pm

**March 5<sup>th</sup>:** Day at the Capitol (Time TBA)

**March 14<sup>th</sup>:** Big Event @ 8am

\*SGA meetings are held every Monday at 5pm in Student Center ~~225~~  
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