To: Dean Van Galen, Chancellor  
116 North Hall  
University of Wisconsin-River Falls  

From: Wes Chapin, Chair  
Faculty Senate  
University of Wisconsin-River Falls  

October 12, 2012  

RE: UWRF Faculty Senate Motion 2012-13/41  

At the October 10, 2012 meeting of the University of Wisconsin-River Falls Faculty Senate, motion 2012-13/41 was passed and is effective immediately. The motion is forwarded to you for your action.  

Motion from the Diversity and Inclusivity Committee (Cyndi Kernahan, Chair) to recommend the establishment of lactation stations on campus. (Note: see accompanying document “DIC Lactation Room Motion”)

Approved  

Disapproved  

Dean Van Galen, Chancellor

Date
September 13, 2012
Wes Chapin, Chair
Faculty Senate
University of Wisconsin-River Falls

RE: Lactation Rooms on Campus

Dear Dr. Chapin:

Per the charge given to the Faculty Senate Diversity and Inclusivity Committee (DIC) by the Faculty Senate Executive Committee at the outset of the current academic year, the members of the DIC have discussed and explored the matter of establishing lactation rooms on campus for nursing mothers. Currently, no such rooms exist on campus for the women faculty, staff, employees, and students of this institution who need them. Thus, access to spaces established specifically for women to take care of their lactation needs has been identified by the DIC as a priority to be addressed by campus. While some may suggest restrooms could serve in this regard, we do not agree. Sanitation, privacy, and comfort, amongst other issues, fuel this belief. Lactation spaces must be carved out to address this need, with the main academic and administrative buildings, including the Hudson Center, being considered first for these spaces.

Women comprise the majority of the student body on campus, both at the undergraduate and graduate levels alike. This demographic is also reflected in our faculty, staff, other employees, and guests coming to campus. Many women from all of these categories have children, are pregnant, and/or may become pregnant and have children during their tenures in the various programs, employment settings, clinics, and activity spaces in our institution. For instance, in the past year, six graduate students in the school psychology program alone have become pregnant, given birth, and/or are nursing. Because each of the courses associated with the school psychology program is primarily three hours in length and because they are scheduled in the late afternoon into the early evening, several of these women need to pump during class time. With no devoted space in WEB or elsewhere on campus to take care of lactation needs, faculty and staff members have assisted these women in finding an area to meet this need. Linda Culhane, the staff associate assigned to the Human Development Clinic in WEB, has been more than accommodating in providing access to a clinic room for our students to pump while on campus. And, while we are grateful to Linda for being so accommodating and that this arrangement has worked out well to date, access is dependent upon the clinic schedule and the needs of the student clinicians and the clients they serve. Therefore, the need for a separate lactation spaces is apparent.

The members of the DIC and I are keenly aware of Faculty Senate’s commitment to issues of social justice. As such, we are respectfully asking you to consider the recommendation of the committee to establish lactation stations on campus. We hope you find this letter to be
informative and helpful as you move forward in this regard. If we can answer questions about our recommendations or clarify anything contained herein, please, do not hesitate to contact me on behalf of the committee. Thank you, in advance, for considering this matter and for advocating for the establishment of such rooms.

Sincerely,

[Signature]

Cyndi Kernahan, Ph.D.
Chair, UWRF Faculty Senate Diversity and Inclusivity Committee