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x Meeting adjourned with no additional business to consider: 4:15pm 1

CHARGE TO THE USI FACULTY SENATE

Formal Request for USI Faculty Senate Action

Name: Jessica Rick (Optional)

Date of Submission: 8/28/2023

Name of Faculty Senate Representative:

1. Todd Schroer
2. Shannon Pritchard
3. Robert Dickes

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

1. **Charge Title:**

Lactation Spaces on Campus

2. **Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

Currently, USI has two lactation spaces on campus (HP 3138 & RFWC 101). Although this meets federal regulations regarding lactation spaces, the university needs to do better for its new parents. The American Academy of Pediatrics and the World Health Organization recommend that mothers provide infants with breastmilk up until the age of two (up from the age of one). I recently completed a research study on exclusively pumping moms. This study was not exclusive to USI employees, but I did interview several USI employees about their experiences pumping at work. The stories of our employees pumping in their cars, bathrooms, and closets are unacceptable. I have seen students pumping in hallways and in the Loft because there are no other alternatives. These women pumped in these spaces because the university does not have adequate lactation spaces and they could not take a long enough break to walk across campus to one of the few lactation spaces we do have on campus. It can take 30-60 minutes to adequately set up a breast pump, pump the milk, and clean up. Breaks typically last 15 minutes. Lunch breaks can be 30 minutes. Employees do not have enough time to walk across campus to pump 2-3 times a day.

The US Department of Health & Human Services has provided an excellent resource on the requirements of Section 7 of the Fair Labor Standards Act, which includes providing basic accommodations for breastfeeding mothers at work:

<https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work/what-employers-need-know>

7. Action Taken by the Administration:

Micro credential Policy

An undergraduate micro credential is a programmatic or topically linked series of courses that is typically more narrow in scope than a certificate or concentration. Micro credentials can be either from set of courses that enhance the undergraduate experience. Creating relevant and academically rigorous micro credentials presents an opportunity to respond to the evolving environmental conditions in higher education and to address the shifts in student needs, especially, but not limited to, adult learners seeking academic credentials that can be completed within a shorter timeframe than traditional academic credentials.

Guidelines

1. Micro credential programs **may** have specific admission and/or prerequisite requirements. Interested students must apply for admission to a specif B
 - b. Micro credentials may be embe study, negating the need for stu

10. Courses applied to a micro credential must be legitimate academic courses approved by the University Curriculum Committee.
11. All micro credentials must be approved through the University's curricular review process as a new program (New Program Development Committee).
12. Micro credentials should enhance existing programs. Sufficient resources must exist to support the micro credential without penalizing existing academic programs, including concentrations and/or certificates.
13. Officially approved micro credentials will be posted to University of Southern Indiana transcripts and will be issued by the Registrar's Office. A Formal Application for Graduation must be completed for micro credential programs.

For information about proposing a new undergraduate micro credential application procedures and approval process as well as procedures for managing approved micro credentials can be found in the University Handbook under Procedures for Changes in Undergraduate Curricula.

"Credit hours earned for a certificate may be applied toward another degree program."

By deleting the second sentence of III.F.5., programs at the undergraduate level will be able to create, market, and deliver impactful certificates and microcredentials to those wanting credentials other than the baccalureate degree, while, at the sQ r k irggg a