

majority report



Office for Women's Affairs
Indiana University Bloomington

Newsletter, June 2008
Vol. 22, No. 1

Family-Friendly Science Departments: The Key to Success by Brooke Treadwell

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THE MORE FAMILY-FRIENDLY A SCIENCE DEPARTMENT IS, THE MORE SUCCESSFUL IT BECOMES. This was a principle assertion Dr. Richard Zare made to faculty and graduate students attending his September 6th lecture Sex, Lies and Title IX. The issue of gender discrimination in the sciences is a passion of Dr. Zare's, who offered to give a lecture on this topic while visiting campus as the first Patten Lecturer of the 2007-8 academic year.

Title IX of the Education Amendments of 1972 states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

According to Dr. Zare, women have less access than men to academic careers in the sciences due to "subtle but real discrimination, the failure to take into account the asymmetric burdens of childbirth and child care as well as elder care, and the failure to structure faculty jobs to better reflect a balanced lifestyle." While, to date, Title IX has primarily been applied to athletics, Dr. Zare believes that Title IX's enforcement within academia has the potential to equalize access to academic careers-- in the sciences and beyond.

Top science departments are those that attract the most brilliant faculty. To remain competitive, Zare advises science departments to take full advantage of today's large, diverse pool of talented scientists by creating an environment that welcomes both women and men interested in leading a well-balanced life that accommodates an accomplished scientific career and a fulfilling family life. In the past women who have chosen to pursue lives of engaged, productive scholarship in addition to meeting significant family responsibilities have been labeled as uncommitted when in fact, their choice to pursue academia demonstrates an extraordinary commitment to science.



Dr. Richard Zare is the Marguerite Blake Wilbur Professor in Natural Science and Chair of the Department of Chemistry at Stanford University.

Majority Report

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INDIANA UNIVERSITY

The majority of students enrolled at IU Bloomington are women, who constitute 52.0 percent of the student body.

Family-friendly policies and services are key to achieving a supportive atmosphere for all scientists. Under the leadership of Dr. Zare, Stanford University's Chemistry Department has implemented a new Childbirth Accommodation Policy for graduate students intended to "increase the number of women pursuing Ph.D. degrees and to retain them in the academic pipeline." This policy enables students to take 12 weeks of paid leave while maintaining full-time student status. Similar policies are currently in place for post-docs and faculty across the university. A full discussion of Dr. Zare's remarks is available at <http://pubs.acs.org/cen/education/84/8420education.html>.

Indiana University has also taken positive steps towards becoming a family-friendly institution. Recent family-friendly changes include an emergency babysitter list, five lactation rooms on campus and a new Graduate Student Leave Policy in the College of Arts and Sciences. However, much remains to be done.

Dr. Zare's visit was the second in an ongoing series of events on the Bloomington campus that addresses the issue of gender equality in academia. Dr. Zare's lecture built on workshops run by Dr. Virginia Valian last spring in which she informed university leadership and the general campus community about how gender schemas we all share lead to unintentional bias and gender inequity in academia.

Zare, R. "Sex, Lies, and Title IX: Federal law banning sex discrimination in schools may do as much for academics as it has for athletics." Chemical and Engineering News 84.20 (2006): 46-49.

IU Graduate Student Leave Policy
Graduate students in the College of Arts and Sciences may take a leave of absence of up to 2 years for family, medical or other qualifying reasons. Up to six weeks of paid Family & Medical Leave is available in some cases.

Visit
<http://www.indiana.edu/~college/graduate/of/fac/faq.shtml>
for more information.

Emergency Babysitting List

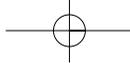
OWA is continuing the management of an Emergency Babysitting List which is available to faculty, students and staff on request. The list contains the name, contact information, and special experience and interests of the sitter. Each applicant is interviewed and a background check is performed before the candidate is added to the list. To receive a copy of the most current Emergency Babysitting List contact OWA by phone 855-3849, or by email owa@indiana.edu.



IUB Lactation Rooms

Beginning in 2004 OWA has opened six Lactation Rooms across campus with the support and cooperation of their presiding sites. Each location is easily accessible and secure. For access to the rooms, supplies and/or equipment questions, or recommendations for additional rooms please contact OWA at 855-3849 or owa@indiana.edu.

IMU Lactation Room is located on the Mezzanine Level, in the Women's Restroom across from the IMU Director's Office. Contact OWA for an access code. The Kelley School of Business Lactation Room is in 422A and requires no key or access code. IU Law School Lactation Room is located on the 3rd floor in the Women's Restroom. Wells Library Lactation Room is located in Room 258. HPER Lactation Room is in Room 167 but will be moving to the Women's Locker room when it is completed. Eigenmann Hall Lactation Room is located in 627. Contact OWA for a key.



The program at Campus Children's Center is child centered and developmentally based.

New Infant/Toddler Rooms Opened at IUB's Campus Children's Center

by Stacy Konkiel

Indiana University's Campus Children's Center recently opened two state of the art infant-toddler rooms on August 16th, 2007, making space for children of IU staff and students who had previously been unable to attend. The 825-square foot rooms, which serve children who are infants through two years old, are equipped with kitchenettes and diapering and storage areas. In what had previously been an unfinished storage space, a nursing/lactation room, laundry room, teacher resource room, and conference room were constructed in addition to the two new classrooms.

"[Infants and toddlers have been] the most underserved age group in center-based care in the community and on campus," Tim Dunnuck, Director of Campus Childcare Support, explains.

Because of the lack of adequate care for infants and toddlers on the IU campus, Dunnuck's office, along with the Office for Women's Affairs, the College of Arts and Sciences, and many other departments and organizations, organized in the early 2000s to show support for the construction of three rooms serving infants and toddlers. Then-interim Provost Michael McRobbie

increased campus childcare funding in 2006, releasing an additional \$322,730 from the Provost's Fund. The increase helped to raise childcare teachers' salaries, along with funding construction projects such as the infant-toddler rooms at CCC and a similar future project at Hoosier Courts Nursery School.

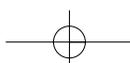
Parents of children enrolled in the infant-toddler rooms at the CCC have been very pleased with the results. Ranu Samantrai, Associate Professor of English, reports that her 21-month old daughter, Rahel, has been very happy to attend the Center. "The exceptionally high caliber of the teachers, the educational philosophy of the center and of course the person who oversees the whole [Christy Smith] combine to make CCC an incredible place [Rahel] is happy to go there. Clearly bonded to the teachers, she has fun there— everything I would want for her at this age."

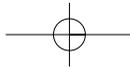
The Director of the CCC, Christy Smith, is equally delighted with the University's backing. "We have been thrilled with the support that we have received," she says, "not only to increase infant/toddler care but the support we have received to do it right, and to provide quality care."

The CCC, which opened in 1983, now offers its services to over 65 children, aged birth through five years, of IUB faculty, staff, and students. Rooms fill up quickly so parents are encouraged to contact the center as early as possible. To contact the Center, call 812-855-0789.



The Campus Children's Center is located at 2613 E. Tenth Street Bloomington, IN 47408





Why Do We Need Family-Friendly Policies at IU?

by Allison Richards

IU President Michael McRobbie clearly stated the basic mission of Indiana University: "to provide students with an excellent education and to pursue outstanding research." To meet these goals, IU must compete with other colleges and universities to attract and retain top faculty and scholars. As more women enter academia, and as family responsibilities increasingly become tasks shared by both men and women, family-friendly resources and policies become deciding factors when faculty choose jobs. According to the University of Michigan's "Family-Friendly Policies in Higher Education" report (2005), research suggests that institutions that do not accommodate family care-giving suffer in the competitive academic workplace. Family-friendly policies are also important once women (and men) are on the job because they will help employees achieve a healthier, less-stressful work/family balance, a balance that is conducive to both excellent work and strong families.

Studies of family dynamics show the commonly-held perception that family-related tasks are women's work; therefore, family responsibilities often fall heaviest on women, despite hours worked outside the home. Gender equity scholar Dr. Virginia Valian explains that "both men and women see equity as a relevant concept in the workplace, but neither sees the home as a workplace. If housework, especially childcare, is a woman's labor of love (as women are socialized to perceive), equity does not come into the picture." In other words, the concept of equity plays out differently in the home than it does in the workplace—although most people profess to be supportive of equity in the workplace, survey data shows that most married men and women who work see nothing wrong with an unequal division of labor at home.

“Supporting families and children is not just a female problem, but a human one.”

Thus, while family-friendly policies benefit both women and men, the implementation of these policies is an important objective for the Office for Women's Affairs. Because of the impact of the work/family dilemma on the workplace, solving the dilemma ought not to be solely a woman's concern. Supporting families and children is not just a female problem, but a human one. Higher-quality, more affordable, more widely available child care; flexible work hours; and family-leave policies are a big help for women

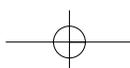
(and men) who need to balance the demands of work and family. Family-friendly policies are not just a lifeline for women, but rather help everyone contribute to both their work and their families in meaningful ways. And we should start right here at IU: to support women, men, their families, and the goals of the university.

Sources: McRobbie, Michael A. (2006). State of Academic Affairs Address. Retrieved April 12, 2007, from <http://iub.edu/provost/speeches/soaa2006.shtml>, Friedman D.E., Rinsky, C. & Johnson, A.A. (1996). College and university reference guide to work-family programs. New York, NY: Families and Work Institute, Valian, Virginia. (1999). "Gender Begins and Continues at Home." Why So Slow?: The Advancement of Women. Cambridge, MA: The MIT Press. Douglas, S. and Michaels, M. (2004). "Dumb Men, Stupid Choices-Or Why We Have No Childcare." The Mommy Myth. (pp. 236-267). New York: Free Press.

Family-Friendly Resources at IU

As part of Indiana University's effort to become more "family-friendly" for faculty, staff and students, the Office for Women's Affairs has compiled a listing of resources, both on and off campus in Bloomington, that may be of use to families of all kinds. Issues such as elder care, child care, maternity, and more are a growing concern for members of this community, and we wish to provide as much information as possible about what is available at the university and in the city of Bloomington.

The list of family-friendly resources can be found at www.iub.edu/~owa/familyfriendly.com.



Family-Friendly Resources and the Big Ten

by Virginia Luehrsen

When it comes to family friendly services and resources, the Big Ten institutions are anything but peers. Some Big Ten schools are leading the charge for university-based family-oriented services, recognizing that creating a family-friendly campus is a help in recruiting and retaining top faculty, staff, and students.

Child care is probably the most widely needed service for employees and students. Child care options in the Big 10 range from unsubsidized local facilities to university-sponsored centers conveniently located on campus. The Ohio State University (OSU) offers a variety of services to meet the needs of its families, ranging from regular daytime care to evening care provided for faculty or students who may be teaching or taking night classes. Tuition is calculated on a sliding scale based on a family's gross income, the number of children enrolled, and the number of care days needed. This sliding scale, offered by several other Big 10 schools, is definitely a "best practice" in the academic community: Increased affordability makes quality child care an option for faculty, staff, and students alike.



IUB supports six excellent child care facilities on campus, serving 250 children from infants up to six year olds. The average annual cost of care is \$7,500 per family -- a prohibitive expense for many IU families. Two of the centers, the Sunflower Day Care Cooperative and the Knee High Day Care Cooperative, allow parents to work in exchange for fees, providing more affordable care, particularly for student parents. The Monroe County Community School Corporation also offers a fee-based program for 3, 4 and 5 year olds, and a variety of other good options are available in the community.

In addition to child care, many working families face the burden of caring for a sick or aging parent. Most universities, including IU, provide students and employees with contacts and information about elder care. Michigan State University's Family Resource Center offers elder care classes, and maintains a listing of over 80 students who can be contacted for house-sitting, pet-sitting, babysitting, tutoring, or elder care services. Unfortunately, few universities provide direct services to help alleviate the cost and burden of elder care. What can be done to provide greater support for staff, faculty, and students struggling with caring for elder adults? Should universities subsidize adult day care as they do child care facilities? Elder care will be an increasingly important issue over the coming decades both because of the increasing number of women in the university workforce and because a larger proportion of families will be facing responsibilities for elder care.

Another pressing issue for academic families is that of "dual career" couples. Decisions about jobs and degree programs often hinge on the ability of one's partner to find fulfilling employment in the same area. At the University of Wisconsin-Madison, the Dual Career Couple Program sets aside university funds specifically for the hiring of spouses or partners of new faculty members. These funds allow academic departments to work with each other in supporting such positions. This program also provides a checklist for dual career couples to follow, in order to ensure that they fully understand the spousal hiring process.

Dual Career Network Program

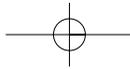
If you are currently involved in a professional hiring or recruiting effort with Indiana University, and you have a spouse or partner needing employment in the Bloomington or Indianapolis area, consider contacting the Dual Career Network Director in the Dean of the Faculties office.

Contact the IU Dual Career Network:

Email: careers2@indiana.edu

Phone: (812) 855-6618

Office: Emeriti House Rm. 202, 1015 E. Atwater Ave.



Family-Friendly Resources and the Big Ten *continued from page 5*

IUB currently offers the Dual Career Network, which works with dual career families for up to two years providing free job search assistance. While the service does provide such families with helpful resources, no formal system is in place to garner departmental funding for positions. When departments can work together to enable hiring the partners of new faculty, the campus benefits by attracting (and retaining) the brightest minds in academia.

One expanding practice among universities is the provision of "lactation rooms" for nursing mothers on campus to use at their convenience. The University of Iowa, with 28 on-campus lactation rooms, is setting a standard for this important service; they also sponsor a monthly support group for breastfeeding families. Currently, Indiana University-Bloomington offers six lactation rooms for nursing mothers, located at the Indiana Memorial Union, the Kelley School, the Law School, the School of Health, Physical Education and Recreation, the Wells Library, and Eigenmann Hall.

As the typical academic family evolves from a single career to a dual career home, with children and aging parents in tow, universities must also change. Adopting family-friendly policies and services is essential to remaining competitive with peer institutions to continue to attract diverse and talented students, faculty, and staff.

<http://hr.osu.edu/childcare>; <http://www.childcare.indiana.edu/facts.html>; <http://www.provost.wisc.edu/hiring/spousal.html>; <http://www.indiana.edu/~careers2/about.html>;

2008 Office for Women's Affairs Ceremony and Reception

The 2008 OWA Distinguished Scholar Award was presented to Marianne Kielian-Gilbert, Professor of Music Theory, Jacobs School of Music, on March 28th by Provost Karen Hanson. The OWA Distinguished Scholar Award honors faculty on the Bloomington campus and is selected by a peer committee. While the quality and substance of the candidate's contributions to scholarship or creative work are the primary criteria, the committee also looks for evidence of involvement in efforts to enhance women's lives through research, teaching, or service.

Debbie Melloan of the Sexual Assault Crisis Service, in the Student Health Center, was awarded the OWA Outstanding Staff Award. Provost Karen Hanson presented Ms. Melloan stating that the search committee looked for a candidate who goes beyond their job description to promote greater opportunities and equity for women and girls.

On February 17, 2008 OWA presented its Award for Excellence in Support of Women in Sports to Dr. Jerry Wilkerson, Executive Associate Dean of the School of Health, Physical Education, and Recreation, during National Girls and Women's Sports Day activities at Assembly Hall.



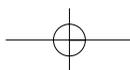
Former Chancellor and Vice President for Academic Affairs Kenneth Gros Louis and Provost and Executive Vice President for IUB Karen Hanson with the Distinguished Scholar recipient Marianne Kielian-Gilbert, Jacobs School of Music



Former Chancellor and Vice President for Academic Affairs Kenneth Gros Louis and Provost and Executive Vice President for IUB Karen Hanson with Outstanding Staff Award recipient Debbie Melloan, IU Health Center



Jerry Wilkerson, Executive Associate Dean, HPER, recipient of the 2008 Award for Excellence in Support of Women in Sports



How to Create a More Family-Friendly Environment: Tips for Departments

By Brooke Treadwell

With our multiple responsibilities and often hectic schedules it may seem difficult to find the time and resources to make our departments significantly more family-friendly. However, it may be easier than you think. Below are some tangible steps that can yield considerable results. The Office of Women's Affairs is committed to assisting you in this process. Contact us at owa@indiana.edu or 855-3849 for information and family-friendly resources.

- ~ Provide information about family-friendly resources and policies to current and prospective faculty, staff and graduate students. A family-friendly focus is a good recruiting tool. Contact the Office for Women's Affairs for a family-friendly information packet, which includes:
 - Information on family & medical leave policies
 - Local childcare options
 - Local eldercare options
 - Information on Indiana healthcare plans for graduate student spouses and kids
 - Location of lactation rooms on campus (contact the Office for Women's Affairs to set one up in your department)
- ~ Try to schedule important meetings and events at times when children are with caregivers, usually 9 AM to 5 PM. Set aside a block of time during the day when no one teaches, and use that time for department meetings. When scheduling classes, make sure that all faculty, especially those with family obligations, have an equal shot at desirable class times.
- ~ Whenever possible, invite family members, including kids, to departmental social events. Recognize families and important family events in the department. Set up a bulletin board for family pictures and announcements. Be accommodating and welcoming when parents need to bring children to work.
- ~ Be flexible when faculty and students need to stop their tenure or time-to-degree clocks due to family needs. Make it clear that faculty and students will not be penalized in evaluations, and make discriminatory or disparaging comments and behaviors unacceptable in your department by speaking out against them.
- ~ There are multiple ways to be supportive of faculty, staff and graduate students who seek to lead a well-balanced life that accommodates an accomplished professional career and a fulfilling family life. In addition to the suggestions above, consider what additional changes you could make in your department to increase its family-friendly atmosphere.



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The Majority Index



Working mothers spent an average of 12 hours a week on childcare in 2003, an hour more than stay-at-home mothers did in 1975.

Hours a week devoted to childcare, housework or shopping by mothers in dual earner couples: 25

Hours a week devoted to childcare, housework or shopping by fathers in dual earner couples: 14.5

Number of all U.S. workers not protected by the FMLA: 2 out of 5

Number of U.S. workers with access to employer-sponsored benefits that provide information on child day care options, costs, schedules of availability, and the qualifications of the caregivers in the local community: 13.8%

Percentage of full-time employees in private establishments with access to paid parental leave: 2%

Married women with children working full-time in the 1960's: Less than 25%

Married women with children working full-time in 2006: 39.4%

Sources: Waite, L and Nielsen, M., The Rise of the Dual-Career Family: 1963-1997, Working Paper Series, The University of Chicago Alfred P. Sloan Center on Parents, Children and Work, www.src.uchicago.edu/orgs/sloan/frames/papers_presentations.html; Pilot Survey on the Incidence of Child Care Resource and Referral Services in June 2000, U.S. Department of Labor, Bureau of Labor Statistics, November 2000; Changing Rhythms of American Family Life, Suzanne Bianchi, University of Maryland