

Creating a Nursing Mother's Room at the University of North Carolina at Greensboro

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Background

UNCG is the place of work and study for thousands of women of childbearing age. Until recently this campus has offered no dedicated space for lactation needs.

A Nursing Mother's Room (NMR) could meet immediate lactation needs, encourage women to continue breastfeeding after return to work or school, and serve as a focal point for breastfeeding and parenting support on campus.

This poster describes the proposal and initial implementation of the newly created NMR.

Activities

Initial request

- To use a specific library room for campus lactation needs was unsuccessful.
- BUT the Health Sciences Librarian was encouraged to submit another proposal describing how health professionals and campus administrators could partner with University Libraries in providing a lactation room.

Partners eagerly stepped forward

- Director of Center for Women's Health and Wellness
- Assistant Director for Wellness, Student Health Services
- Registered Dietician, Student Health Services
- Chair of UNCG Benefits Committee

Needs Assessment

- Anecdotal evidence
- Info from Human Resources: 23 requests for maternity leave in 2008, 32 in 2007 (email11/17/08)

Room Requirements and Administrative Details based on

- Planning guide from NC DHHS¹
- Responses to student health services listserv
- Descriptions of established lactation rooms at other institutions such as Duke University², UNC Chapel Hill³, Virginia Tech⁴
- Discussions with currently pumping student

The Proposal

- Requested the use of any storage room, empty faculty study, or other little-used space meeting basic needs
- Described the commitment of a coalition of faculty, staff, and students to supply all needs other than space:
- Purchasing a hospital grade pump and other supplies
 - Arranging for necessary furnishings
 - Assigning a health professional to orient and communicate with room users
 - Marketing and promotion, communication with campus administrators

The Breastfeeding Promotion Committee was created

- Has furnished and supplied the room.
- Has worked with Jackson Library Administrators to have the room made available.
- Some initial policies have been set.

Results

Jackson Library Room 570 has been converted from a faculty study office to a lactation room with these features:

- Access via key checkout at library Checkout desk
- UNCG faculty, staff, students, and visitors welcome
- Orientations provided by the Center for Women's Health and Wellness (CWHW) encouraged but not required
- At this time, no reservation system (first come, first served)
- Hospital-grade Medela Symphony pump donated by the CWHW
- Glider and ottoman donated by Dr. Christine Murray
- Privacy curtain and valence made by Ms. Jill Shaw
- No sink but located near women's restroom
- Wet wipes donated by WCHW
- Hand sanitizer dispenser and refills donated by Student Health Services
- Other donated supplies
- Housekeeping courtesy of University Libraries
- Wireless Internet access

This space will be pilot tested at the 4th Annual Breastfeeding and Feminism Symposium, March 26-27 2009.



Conclusions

Lessons learned from proposal and initial implementation:

- Identify key stakeholders and contributors.
- Keep demonstration of needs simple and focused on a practical business case.
- Present administrators with a low impact, cost-effective plan.
- Be creative, flexible, and persistent.



References

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3. Fricks I, Piontak C. Parenting Resources Guide. 2008. Available at <http://hr.unc.edu/Data/benefits/workfamily/student-parent-guide.pdf>
4. Virginia Tech Human Resources. Lactation Facilities. Available at http://www.worklife.vt.edu/lac_fac/index.html

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Members of the Breastfeeding Promotion Committee

- Ms. Deb Carley, Human Resources
- Ms. Jeanne Irwin-Olson, Assistant Director for Wellness, Student Health Services
- Ms. Deborah Grimes, R.N., NICU nurse, and Public Health Education student representative
- Ms. Meredith Gringle, Public Health Education student representative
- Dr. Lauren Haldeman, Dept of Nutrition
- Dr. Lynne Lewallen, School of Nursing
- Dr. Cheryl Lovelady, Dept of Nutrition
- Dr. Christine Murray, Chair, UNCG Benefits Committee
- Ms. Ann Perdue, University Libraries
- Ms. Jill Shaw, R.D., Nutrition Educator, Student Health Services
- Dr. Paige Hall Smith, Director of the Center for Women's Health and Wellness



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