

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

Lea Leininger, Health Sciences Librarian
The University of North Carolina at Greensboro

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

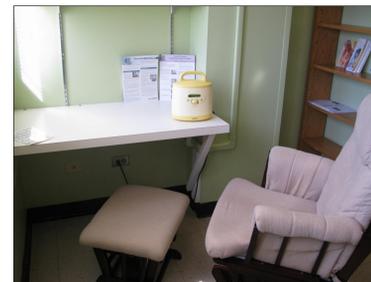
- Has furnished and supplied the room.
- Has worked with Jackson Library Administrators to have the room made available.
- Some initial policies have been set.

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

1. Nutrition Services, NC DHHS. How to Become a Mother Friendly Workplace that Supports Breastfeeding. Available at <http://www.nutritionnc.com/breastfeeding/PDFS/worklact.pdf>
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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

Acknowledgements

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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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