The committee met in full session 8 times during the fall semester and 7 times during the spring semester. In addition, we also held a faculty work/life liaisons meeting each semester and had numerous other small-group meetings.

**Dependent care needs assessment survey.** The main item on our agenda this academic year was to finish analysis of our dependent care needs assessment survey from AY 2014-2015, and to disseminate the results. The Office of Institutional Research and Evaluation (OIRE) spent the summer cleaning up the data and producing the cross-tabulations the committee had asked for. We spent most of fall semester analyzing the data with the assistance of a work/life consultant and writing the report. The consultant was hired using funds from the Provost’s office. We submitted the report to the central and AS&E administrations in late January, and presented it at an AS&E faculty meeting in February.

**Work/life concerns for graduate students.** We met once each semester with administrators who are stakeholders in graduate education to recommend that they develop a parental accommodation for graduate students supplementing the existing parental leave. The parental accommodation, which many of our peers have adopted, is a period of time (usually 6 weeks) during which graduate students are excused from work and study, but continue to receive their stipends, health insurance, and university services, and do not have to repay student loans or change visa status. We hope that GSAS will follow their lead and adopt something like the model policy laid out on this website: [http://www.thepregnantscholar.org/model-campus-policy/](http://www.thepregnantscholar.org/model-campus-policy/)

**Funding for postdoc parental leaves.** We began discussions with Dan Jay, Director of Postdoctoral Affairs, and Diane Souvaine, Vice Provost for Research, about the feasibility of developing a central pool to fund postdoc parental leaves for researchers on grants. Without such a pool, staffing replacements must come out of grants or faculty salaries. In December we met with Vice Provost Souvaine and other administrators from the Boston and Medford campuses to discuss the issue, and a feasibility study was begun by the administration.

**Lactation space communication plan.** During the summer of 2015, the Dean of A&S authorized the creation of three new lactation spaces on the Medford Campus, supplementing the existing two spaces. Along with representatives from OEO and HR, our committee sent a representative to take part in the working group that developed standards for existing and future rooms and a communication plan to get word out about the spaces. A preliminary brochure came out in September 2015, and a more professional brochure is anticipated in the summer of 2016.
Meetings with administrators. As a committee we met twice with Dean Qu and once with Dean Glaser to talk about work/life issues in AS&E. We also met with Vice President of Human Resources Julien Carter to discuss dependent care issues.

Secretary of the Faculty work/life website. As anticipated, the work/life resources page for AS&E faculty on the Secretary of the Faculty’s website came online in the fall of 2015. Members of the committee worked with Jillian Dubman to develop the site’s content. https://ase.tufts.edu/faculty/worklife/

In addition to these activities, committee members also:

- maintained elists devoted to elder care, childcare, and support for faculty mothers of young children, and started a new elist for students with families.
- maintained the committee’s wiki, http://go.tufts.edu/worklife.
- acted as informal ombudsperson/sounding board/go-between for faculty, staff, and graduate students with work/life concerns.
- participated in the university-wide work/life committee chaired by Provost David Harris and Vice President of Human Resources Julien Carter.
- participated in meetings with dependent care vendors Bright Horizons and Care.com to learn about available programs and products.
- participated in Bright Horizons at Teele Square child care center advisory committee meetings.
- completed benchmarking about child care provisions at peer and Boston-area universities. Thanks to June Goldstein for her excellent work on this project.

Two of the six faculty members will be on leave for some or all of 2016-2017, so we have requested two one-year replacement members for the academic year. Margery Davies will be retiring at the end of August, 2016, and we will miss her incisive mind, deep knowledge, and camaraderie immensely. We will warmly welcome her successor as an ex officio member of the committee, but there is of course no way to replace Margery.

Goals for 2016-2017:

- Holding a Faculty Work/Life Liaison meeting once per semester
- Continuing progress on the campus- and university-wide network of lactation spaces and improving communication about the existing spaces
- Continuing discussions with administrators about work/life issues for graduate students
- Continuing discussions with administrators about the central pool of funds for grant-funded parental leave
- Continuing discussions with administrators about how to improve dependent care resources for the university community. Working together with Human Resources to cost
out various dependent care solutions and developing feasible plans for new dependent care offerings.

Submitted by Elizabeth Remick (Political Science) and Amahl Bishara (Anthropology), co-chairs.