The committee met in full session 8 times during the fall semester and 8 times during the spring semester. In addition, we also held a faculty work/life liaison meeting each semester and had several other small-group meetings, including taking a trip to the SMFA to talk with our new colleagues there.

Rather than starting a big new project, this year we decided to continue working on a number of smaller ones that we have had on our radar for several years.

**Work/life concerns for graduate students.** We met once each semester with administrators who are stakeholders in graduate education, and strongly recommended that they develop a paid 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. A related article can be found here: [http://cen.acs.org/articles/95/i1/University-parental-leave-policies-difficult.html](http://cen.acs.org/articles/95/i1/University-parental-leave-policies-difficult.html). June Goldstein benchmarked the policies of our peer and local institutions regarding their available parental leaves/accommodations and how they funded the leave/accommodation. Sarah Herchel in the A&S Deans Office and Karen Panetta, Director of Graduate Studies in the School of Engineering, started to work on developing a policy, but work had to be halted in the spring when graduate students began union organizing. If the graduate students vote to unionize, then issues related to parental accommodation will be subject to the collective bargaining agreement; if they do not, then this committee will continue to advocate for development of a policy by the A&S and SoE administrations.

**Funding related to postdoc parental leaves.** In 2015-2016, we started discussions with Dan Jay, Director of Postdoctoral Affairs, Naomi Rosenberg, Dean of the Medical School, and Diane Souvaine, Vice Provost for Research, about the feasibility of developing a central pool to pay for staffing replacement or extensions during postdoc parental leaves for researchers on grants. Without such a pool, staffing replacements must come out of grants or faculty salaries, which is not possible or feasible with many small grants. In December 2015 we met with Vice Provost Souvaine and other administrators from all three campuses to discuss the issue, and a feasibility study was begun by the administration. Vice Provost Souvaine left Tufts during the 2016-2017 academic year and this project may have fallen by the wayside in the transition to Vice Provost Simin Meydani. This spring we met with Vice Provost Meydani to ascertain the status of the data collection. She agreed to find out more about what has already been done and how to move forward.
Faculty living in Walnut Hill housing. Several faculty members approached us about their concerns regarding upcoming displacement from their Walnut Hill-owned homes as part of the new residential plan on the Medford campus. We spoke with Deans Jim Glaser and Jianmin Qu about this, and we also met with Vice President of Operations Linda Snyder and Senior Campus Planner Heidi Sokol to convey the faculty members' displeasure with the proposed plan. The plan has proceeded nevertheless. The committee intends to stay active on this matter in the future.

Diaper changing stations and lactation spaces. We met with Senior Campus Planner Heidi Sokol to develop a plan for installing diaper changing stations at strategic points around the Medford campus. The Music Department had first approached our committee two years ago to ask for help in getting the equipment installed in areas of Granoff where there are often people with young children. We and Ms. Sokol discussed where else the stations might go, and she investigated the potential spaces and identified those where they would be most feasible. The Music Department started the work order process in April, and we will continue to reach out to the other departments and buildings on the list. We also urged the creation of an additional lactation space on the lower campus, and are pleased to hear that a space will be provided in the SEC and in future new construction.

Integration of School of the Museum of Fine Arts. The committee recruited an SMFA faculty member, Jennifer Schmidt, to join us, and we plan to change our bylaws to include one representative from the SMFA. Four Medford-based members of the committee visited the SMFA and met with a group of faculty members, who talked with us about their work/life concerns. Those concerns are in some cases significantly different from the concerns on the Medford campus, as many SMFA faculty members live outside of Massachusetts and commute. We will continue to work on matters raised by this meeting.

Meeting with School of Engineering faculty. Co-chairs Laurie Baise and Elizabeth Remick attended a School of Engineering faculty meeting to talk about available work/life supports. Faculty members also asked questions, and a main concern was about graduate student parental leave, particularly as it relates to those supported by grants.

Meetings with administrators. As a committee we met once each semester Dean Qu and Dean Glaser to talk about work/life issues in AS&E. We also met once each semester with Vice President of Human Resources Julien Carter to discuss dependent care issues and other work/life matters related to Human Resources.

In addition to these activities, committee members also:

- maintained elists devoted to elder care, childcare, support for faculty mothers of young children, and students with families.
- maintained the committee’s wiki, [http://go.tufts.edu/worklife](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 and its dependent care subcommittee.

Updated the AS&E faculty work/life resources card every semester, and made preparations to turn it into an official document coming from the Deans’ office, updated once a year.

Two of the faculty members will be on leave for some or all of 2017-2018, so we have requested two one-year replacement members for the academic year. Laurie Baise will continue on as co-chair for the fall semester, and Anna Sajina will be co-chair for the entire year.

Goals for 2017-2018:

- Holding a Faculty Work/Life Liaison meeting once per semester
- Developing proposals regarding Walnut Hill housing to make its use more transparent and equitable, as well as de-leading more units so that they can be occupied by families
- Continuing progress on the campus- and university-wide network of lactation spaces and improving communication about the existing spaces
- Continuing progress on having diaper-changing stations installed around campus
- 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 Laurie Baise (Civil and Environmental Engineering), co-chairs.