



OUHSC FACULTY SENATE MEETING

Thursday, September 16, 2021 – 5:00 p.m.

In-person: Provost's Conference Room, Robert M. Bird Library

Virtual: [Zoom](#) or Phone

AGENDA*

- I. Call to Order:** Dr. Fernando Esteban Florez, Chair
- II. Guest Speakers:** Jennifer Hembree, Ed.D., Director of Policy
and
Lee Camargo Quinn, Assistant Director of Benefits
- III. Approval**
 - Minutes: August 19, 2021 Faculty Senate Meeting
- IV. Report of the Chair,** Dr. Fernando Esteban Florez
- V. Committee and Department Reports**
 - Appointments to approve
 - Committee on Committees
 - a. Sara Vesley, Public Health, to be appointed for a 3-year term (2021-2024)
 - Faculty Compensation Committee
 - a. Kai Ding, Public Health, to be appointed for a 3-year term (2021-2024)
 - b. Anthony Burgett, Pharmacy, to be appointed for a 3-year term (2021-2024)
 - c. Beth Hall, Nursing, to be appointed to complete a term (2020-2023)
 - IT Advisory Committee
 - a. Ganisher Davlyatov, Public Health, to be appointed for a 3-year term (2021-2024)
 - Academic Programs Council
 - a. Lori Garman, Medicine, to be appointed for a 3-year term (2021-2024)
 - b. Chris Horton, Graduate, to be appointed for a 3-year term (2021-2024)
 - Campus Tenure Committee
 - a. Jennifer Peck, Public Health, to be appointed for a 3-year term (2021-2024)
 - b. Nathan Shankar, Pharmacy, to be reappointed for a 3-year term (2021-2024)
 - c. Emily Jones, Nursing, to be reappointed for a 3-year term (2021-2024)
 - Discrimination and Harassment Committee
 - a. Wendy Galbraith, Pharmacy, to be reappointed for a 3-year term (2021-2024)
 - b. Megan Jester, Nursing, to be appointed to complete a term (2019-2023)
 - Faculty Appeals Board
 - a. Melissa Craft, Nursing, to be appointed to complete a term (2019-2023)
 - b. Renee Leasure, Nursing, to be appointed for a 4-year term (2021-2025)
 - c. Lucila Garcia-Contreras, Pharmacy, to complete a term (2019-2023)

- d. Nasir Mushtaq, Public Health, to complete a term (2019-2023)
- e. Tabitha Garwe, Public Health, to complete a term (2019-2023)
- Library Advisory Committee
 - a. David Shadid, Dentistry, to be reappointed for a 2-year term (2021-2023)
- Research Council
 - a. Kathleen Dwyer, Nursing, to be reappointed for a 3-year term (2021-2024)
- Shared Leave Committee
 - a. Cindy Rieger, Nursing, to be appointed for a 3 year-year term (2021-2024)
- Council on Faculty Awards and Honors
 - a. Frederick Miller, Medicine, to be appointed for a 3-year term (2021-2024)
- Employee Benefits Committee
 - a. Vince Lepak, Allied Health, to be reappointed for a 3-year term (2021-2024)

VI. Old Business

- Breastfeeding Support Policy approved by the President

VII. Other Items

VIII. Announcements

- Next Faculty Senate meeting: October 21, 2021 at 5:00 pm

IX. Adjournment

*Agenda subject to change**

Attachments: Minutes
Breastfeeding Support Policy
Inauguration Invitation

Approved *Breastfeeding Support Policy* (to replace [3.9.2 in the Staff Handbook](#))

I. Purpose:

The purpose of the policy is to establish guidelines and provide a supportive environment for employees who breastfeed after returning to work.

II. Applies To:

All Staff, Faculty and Student Employees of the University of Oklahoma.

III. Campus:

Norman, Health Sciences Center, and Tulsa.

IV. Scope/Procedure:

The University supports meeting the needs of nursing mothers in the workplace. The University will make reasonable effort to assist employees who are breastfeeding after returning to work in the following ways:

A. Break time

Employees should be provided flexible and reasonable breaks as needed to facilitate breastfeeding or breast milk expression. To the extent a supervisor believes such breaks pose an undue burden, the supervisor shall consult with HR.

B. Location

Reasonable effort will be made to provide the employee, in close proximity of the work area, a comfortable and private location (other than a bathroom) that is shielded from view and free from intrusion close to an employee's work area with an electrical outlet to breastfeed or express breast milk, as well as access to a nearby clean water source and a sink for washing hands and rinsing breast pump equipment. Designated lactation rooms and access information for each campus can be found at <https://hr.ou.edu/Employees/Balancing-Work-Life/Nursing-Mothers>. If employees prefer, they may also breastfeed or express milk in their own private office.

C. Environment

When possible, employees should have access to a refrigerator for the storage of expressed breast milk. Breast milk should be stored in a refrigerator designated for food and not for medication. Sealed containers of breast milk must be labeled with the employee's name and date.

Notification about the Breastfeeding Policy and resources will occur within New Employee Orientation, appropriate supervisory training classes, and by the

Benefits Department and the FMLA coordinator when informed of the employee's pregnancy, and will be available on the Human Resources website.

D. Resources

Breastfeeding information and lactation consultant support is available 24/7 via the Oklahoma Breastfeeding Hotline.

- Call: 1.877.271.MILK(6455)
- Text: OK2BF to 61222

Additional information is available at:

- https://www.ok.gov/health/Family_Health/Breastfeeding/index.html
- <https://www.oumedicine.com/oumedicine/adult-services/women's-health/pregnancy/breastfeeding>